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ABSTRACT

Research identifying the differences, and the relative importance of those differences, between successful and unsuccessful participants in the Work Incentive (WIN) Program is presented in terms of both successful employment at termination from WIN and employment after WIN participation. Over 800 former and current WIN 1 and 2 participants in Ramsey County (St. Paul), Minnesota were interviewed regarding their socioeconomic and demographic characteristics, attitudes towards work and welfare, and knowledge and understanding regarding penalties and rewards associated with WIN and related Aid to Families with Dependent Children (AFDC) policies and programs. The main test, 7[illegible] pages, describes the study and its findings, conclusions, and recommendations in a summary fashion for the nontechnical reader, with two chapters and highlights. Appended material, 248 pages, presents comprehensive technical treatment of the study data for readers interested in a more indepth understanding of the project and its findings, with 129 statistical tables included. Results indicate job success at WIN termination seemed to bear a strong relationship to the employment success of WIN clients at Followup; the WIN program should follow through with clients, as much as possible, to achieve successful termination by assisting with job placement. (Author/LH)

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INCENTIVES AND DISINCENTIVES IN THE WORK INCENTIVE PROGRAM:

FINAL REPORT

MARCH 15, 1976

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16. Abstracts

This study addresses the question of what personal characteristics and attitudes as well as features or components of the Work Incentive (WIN) Program, encourage or discourage employment success for WIN clients. In general the study concludes that underlying basic characteristics of individuals and their experience are better indicators of eventual employment success than the fact of participation in particular aspects of the WIN Program. Indeed, we found little in the way of significant impacts on employment success from specific WIN components, with the exception of vocational training, which did have a positive impact.

The study found, however that "success" in the WIN Program, i.e., being employed at termination from the program, tends to breed success at a later time. The conclusions of the study, therefore, are twofold: first, the program should select clients who have those characteristics which correlate with employment success in the WIN Program and develop those characteristics in the clients who do not already possess them; and, second, the program should emphasize and focus on the obtaining of jobs for clients and following through with clients until actual job placements occur.

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PREFACE

This report culminates a research program undertaken by InterStudy for the Employment and Training and Administration of the Department of Labor under Grant Number 51-27-73-09. The intent of the research was to identify and measure various employment-related incentives and disincentives in the Work Incentive Program. The study considered both the original WIN I Program implemented in 1969, and the revised WIN II Program commenced in 1972.

The study procedure collected information through personal interviews with over 800 former and current WIN participants in Ramsey County (St. Paul), Minnesota. The results of the analysis of the data thus obtained are presented in this final report.

ACKNOWLEDGMENTS

Many people in federal, state, and local government provided significant contributions and cooperation in this project and we wish to acknowledge this important and much appreciated support.

Ms. Louise Scott of the Employment and Training Administration, Department of Labor, served as the project officer for this work. We wish to acknowledge that Ms. Scott's assistance and cooperation was significantly beyond the quality and quantity usually anticipated or received in a project of this nature.

Mr. Thomas Hogan, Director of the Ramsey County WIN Program, was extremely cooperative, helpful, and informative in assisting in the data collection effort in this study, as well as providing important insights into the practical operations of the WIN Program. Numerous other officials and personnel at the state and local level were also very courteous and helpful in enabling InterStudy to undertake and complete this project.

In addition, a number of past and present InterStudy employees were not actively involved in the final analysis and report writing of this project, but nevertheless, made substantial contributions to it. We particularly wish to note the contributions of Dr. Lois Anderson, Dr. Gary L. Appel, Dr. Leonard J. Bower, Mr. Ronald Fine, and Ms. Laurie Lockwood.

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HIGHLIGHTS OF FINDINGS AND STATEMENT OF POLICY RECOMMENDATIONS

This research sought to identify and measure incentives and disincentives in the Work Incentive (WIN) Program; and, to measure and explain the impact of WIN upon its desired or intended goals of increased employment and self-sufficiency for that portion of the welfare population supported by the Aid to Families with Dependent Children (AFDC) Program.

While the study focused on the impact of WIN and its various components on the employment of current and former AFDC recipients, the inquiry could not be limited to a consideration of the WIN Program features in isolation. Rather, it was important to consider, to measure and control for, the influence of a variety of other things which impact upon employment. Therefore, this study considered the importance of the socio-economic and demographic characteristics of WIN recipients, the attitudes of WIN recipients towards work and welfare, and the knowledge and understanding of WIN clients regarding penalties and rewards associated with WIN and related AFDC policies and programs.

We believe this study is unique in the breadth of the various possible influences on employment behavior of WIN clients considered here. It is also important to understand that this study from its inception and initial design has been limited to WIN clients. The entire sample studied here has participated, at lease to some extent, in the WIN Program. The goal of this study, from its beginning, has been to identify the differences, and the relative importance of those differences, between successful and unsuccessful participants in the WIN Program --- in terms of both successful employment at termination from WIN and employment after WIN participation.

The policy or programmatic purposes and implications of such an approach are clear. We did not seek to evaluate the advisability of the establishment and maintenance of an employment-related program such as WIN by contrasting the employment success of WIN clients vis-a-vis the general AFDC population. Rather, we accepted the existence of such a program. The purpose of this study, accepting and assuming the existence of the WIN Program, was to determine the most efficient and effective manner in which such a program can operate by determining the types of clients and the types of services best alligned with the achievement of the WIN Program goals of increased employment and increased self-sufficiency for AFDC recipients.

Therefore, we sought to identify and measure the relative impact of all the various personal characteristics, program experiences, and exogenous influences upon eventual employment success, or lack of success, for a WIN client. The findings and conclusions of this study present WIN policy makers and program administrators with three general recommendations or alternatives.

First, they may choose, through the WIN Program, to develop in WIN clients those capabilities which apparently significantly impact upon current and future success in the world of work. For example, they may choose to concentrate upon the development of work experience, job placements, self-confidence, etc., which appear to relate to eventual employment success.

Second, decision makers may choose to concentrate the WIN Program on individuals already possessing the requisite quantity of the needed attributes to achieve employment success. This latter process essentially amounts to what has been termed "creaming", or selecting into the program those people most likely to succeed with the assistance of the services provided through the program.

Third, as we will explain in a moment, decision makers should choose to concentrate on activities which result in actual job placements for WIN participants.

The purpose of this study was not to make value judgments regarding which of these paths to choose. Rather, the purpose of this study was to provide information and analysis which will assist decision makers in their choice. With these provisos in mind, we now turn to a summary of the substantive findings, conclusions, and policy implications of this study.

The substantive results of this study have two important aspects. Some findings and conclusions relate to specific independent variables which seemed to show an important impact upon employment outcomes either at WIN termination or at follow-up. Other findings and conclusions, perhaps of more intriguing interest, seemed to indicate that the success of the client in WIN itself, as measured by employment at termination from WIN, related very strongly to future employment success at follow-up. In general, our conclusion is that somehow, the whole is more than the sum of its parts in that, besides the various objective characteristics which we identified as relating to employment, there was something important in the very success of a client in the WIN Program in terms of predicting his evenutal employment success at follow-up. In this summary we deal with this latter finding first.

People with successful WIN termination outcomes were significantly more successful at follow-up in several measures:

- Seventy-eight percent of the successful WIN terminees were employed at follow-up;
- One-half of the successful WIN I clients were still employed in their WIN jobs two to four years after termination; 73% of the successful WIN II females and 80% of the successful WIN II males were employed on their WIN jobs a year after termination;
- If employed at follow-up, the earnings of successful terminees were larger than those of unsuccessful clients employed at follow-up;
- Successful terminees who were employed at follow-up experienced earnings increases between employment prior to WIN and follow-up which were larger, in both absolute and relative terms, than those of the unsuccessful WIN

terminees employed at follow-up;

- Successful WIN terminees were about two times more likely to be off AFDC at follow-up than unsuccessful terminees.

The reason we mention these particular findings toward the beginning of this summary is that we believe that this particular aspect of our research into the WIN Program has significant policy implications. Assuming that the program does not devise a system of accomplishing very superficially successful outcomes by placing people in short-term jobs, one of our general conclusions is that whatever the WIN Program does to influence success at termination positively affects employment success at follow-up and, therefore, should be encouraged.

The possible reasons for this success, seeming to influence future success, are several. As we will note in a moment, the impact of a previously successful employment history was in itself a good indicator of future employment success. The very fact of having a job was a substantial practical advantage related to future employment success. That is, having a job at WIN termination eased the problem of finding a job sometime between WIN termination and follow-up significantly since many of the successful WIN terminees held the same job until the time of our follow-up interview.

We can only speculate on other reasons for this relationship between successful terminations and successful follow-ups. Perhaps the individual level of personal efficacy and/or self-confidence increased along with successful development of an employment history; or, perhaps, those who fail to get jobs in the WIN Program have feelings of inadequacy reinforced.

In sum, whatever it was that the WIN Program accepted or generated in individual clients leading to job success at WIN termination seemed to bear a strong relationship to the employment success of WIN clients at follow-up. The policy lesson thus prescribed is that the WIN Program should follow through with clients, as much as possible, to achieve successful terminations.

These findings indicate something more than a restatement of the obvious, and declared, goal of the WIN Program --- to get people into jobs --- or a simplistic conclusion that "success breeds success." As noted earlier, the potential here is threefold: first, the WIN Program can work to develop successful terminations through the development of those characteristics in WIN clients that seem to be related to employment success; second, the program can operate by focusing upon clients and potential clients already possessing the greatest quantities of the requisite abilities which seem to relate to employment; third, the WIN Program can more consciously, or "operationally", focus on the goal of getting people into jobs by keeping clients in the program until actually employed, by emphasizing job placement, and seeking greater knowledge and understanding of the job market to facilitate finding (and, possibly, creating) jobs and matching clients with jobs. Of course, the program can simultaneously focus on all of these possibilities.

Now we turn to a brief description of the variables in our study which related, either positively or negatively, to employment success either at termination or at follow-up. In this discussion we follow the general outline of the more detailed explanation of our study results in the main report by presenting in sequence: personal socio-economic and demographic characteristics, WIN experience, understanding of incentives and disincentives in WIN and related AFDC policies, personal attitudes toward work and welfare while noting that the sequence is out of step only in that we have already related the apparent importance of the transition status of WIN success in relation to future employment success. The reader must turn to the detailed explanation of our substantive results for an in-depth analysis of the findings and conclusions of this study.

Several items appeared to be significantly related to employment success in terms of the personal socio-economic and demographic characteristics of clients. The major elements connected with successful employment outcomes were: a prior successful work history; the absence of a child under three years of age for female-headed households; the absence of a significant perceived health problem; and, the presence of a spouse in the home. Most of these impacts are self-explanatory. We have assumed that a prior work history related to the acquisition of a variety of abilities and traits which, in turn, generally related to employment success. The once-assumed distinction of the presence of a child of pre-school age, under six, seems to have been replaced by the impact of the presence of a child under three years of age, apparently representing an age when child care is, relatively, easier to obtain. This finding suggests that an appropriate WIN exemption from work registration would be for mothers with a child under three years of age --- in terms of program success and, perhaps, in consideration of what will best serve mothers and children. While a health criterion was not terribly significant, generally, perceived health problems related to less employment. We assume that the presence of another adult in the home, as represented by marital status, represents a potential for the elimination of certain employment-related problems such as child care and the need to accomplish a certain minimal amount of "homework" --- and, therefore, is consistent with greater employment.

Interestingly, the results of our study show little in the way of impact of most WIN Program components. The major impact we found resulting exclusively from the WIN Program itself was in the area of vocational education. This particular aspect of WIN participation related very significantly in all groups to eventual employment success either at termination or at follow-up. The policy or program implication here, consistent with earlier statements, is that this program component deserved emphasis because it very directly related to the principal goal of getting people into jobs.

The adult basic education component of WIN showed less influence. We assume that this result relates to the fact that people in need of basic adult education are representative of a group in need of a substantial amount of additional assistance to overcome their employment barriers. Our, obvious, conclusion is that the adult education program cannot, in itself, overcome the basic deficiencies for these individuals in regard to employment-related abilities, but is most likely a necessary program component working toward greater job potential.

Another AFDC policy directly related to the WIN Program is the positive financial incentive to work, represented by what is known as the "$30 + 1/3" income disregard provision of the AFDC program. While the specific focus of this study was not upon the "$30 + 1/3" disregard, we paid substantial attention to this AFDC provision because of its obvious relationship to the impact of another employment-related policy --- the WIN Program.

In general, WIN clients were aware of the "$30 + 1/3" income disregard in terms of its general impact of allowing work and earned income to influence the total amount of dollars available to the AFDC recipient. On the other hand, WIN clients were confused about the specifics of the influence of the "$30 + 1/3" income disregard provision. In addition, those who were aware and who did understand the "$30 + 1/3" income disregard provision generally suggested that it had little to do with their incentive to work.

While most of the males were aware of the fact that they could work and that earned income would increase their general level of spendable income, they were not aware of the specifics of the "$30 + 1/3" disregard, nor were they aware of the fact of the one hundred hour maximum work rule which limited the amount of work males could undertake while still benefiting from the "$30 + 1/3" income disregard provision.

Thus, awareness of the income disregard was limited. In addition, those WIN clients who were aware of the disregard considered it to be either too complicated to influence their work decision or too little, in the way of a financial incentive, to have a substantial impact upon their decision to seek employment.

This study does not purport to definitively analyze the impact or the effectiveness of the "$30 + 1/3" income disregard. However, it seems apparent that a greater knowledge and understanding among AFDC and WIN clients is required if the policy is to have a chance of achieving its intended goals related to greater employment and self-sufficiency for AFDC families.

The obvious policy or program implication is that more stress should be placed upon informing the AFDC population about this policy and its potential benefits for them. This function can be accomplished partially through the WIN Program, even though that program does not reach all AFDC clients. Further consideration by policy makers should be given to more adequate study of the actual impact of the income disregard in terms of its adequacy in light of the substantial response from WIN clients that the "$30 + 1/3" formula was insufficient to influence their work behavior.

Another aspect of this study which concentrated upon the impact of the WIN Program related to the attitudes of WIN clients toward working in general, the WIN Program in particular, and welfare status. Of particular interest in this regard were the mandatory aspects of the WIN II Program in contrast to the voluntary aspects of the WIN I Program. One of the major new concepts in the WIN II Program was mandatory WIN registration as a prerequisite to entitlement of AFDC benefits.

Our results showed that this mandatory registration requirement had little, if any, impact. Our analysis of the lack of any impact in this area indicated several reasons.

In fact, other than the particular emphasis upon unemployed fathers, the priorities in the WIN II Program essentially prefer volunteers. In addition, our study results found that 85% of the entire WIN II population indicated that they either did or would have volunteered for the program. Hence, it was not surprising to find that the perceived voluntary nature of the commitment to WIN differed little between WIN I and WIN II clients.

We also considered various other attitudinal aspects of participation in and positive results from the WIN Program. Several attitudinal variables turned out to be interesting. First, we found that such items as the willingness to overcome the hassles or barriers to employment were significant indicators of future employment success. We also discovered that a person's feelings of personal efficacy, in the sense of their perceptions of their abilities to control their lives by their own actions, were significant in terms of their willingness and ability to find work and move toward self-sufficiency.

In addition, we discovered that the attitudes of families and friends towards their work and/or welfare status, more importantly than their own feelings about the stigma of being on welfare, were related to the ability to achieve employment either at WIN termination or at the time of our follow-up interviews. None of these results are surprising and, indeed, fulfill our general expectations regarding the psychological motivations of individuals toward employment, whether or not they be AFDC recipients.

Generally, we found that people were relatively evenly distributed in terms of their work ethic regardless of whether they were successful or unsuccessful in eventual employment outcomes. We also found that those people who were generally dissatisfied with the welfare program tended to be those people who were generally dissatisfied with work prospects and their individual potential, economically. The stigma of being on welfare was also closely related to the perceived problems with the welfare program. In general, these findings indicate that while most WIN clients were possessed with a relatively strong work ethic, there was a certain portion of the WIN population which was dissatisfied with the whole range of prospects available on the work/welfare continuum.

The policy implications of these findings regarding the attitudes of WIN clients are several. In a couple of important ways, the WIN I and the WIN II Programs tended to attract a rather homogeneous group.

The vast majority of participants consider themselves to be volunteers for the work program. The vast majority of the participants expressed a strong work ethic, whether or not they eventually succeeded in the program and future employment. Thus, the mandatory requirements of the WIN II Program had little visible impact. The high level of work ethic among both successful and unsuccessful WIN clients reinforces our conclusion that little return will result from forcing AFDC recipients to register for work programs or take employment opportunities. However, to the extent these mandatory provisions do not consume resources which could be better used in the program, the mandatory registration requirement may provide a useful tool to program operators working occasionally with recalcitrant WIN participants.

Another finding with important policy implication was that those people with positive attitudes towards themselves and their abilities, as well as those indicating a willingness to overcome the barriers and hassles of employment, have greater employment success. To some extent, a program can be focused to do something about these attitudes, such as instilling self confidence and feelings of personal efficacy in individuals. Consistent with our previous statements of policy implications or recommendations, we conclude that the best way of instilling this confidence and a feeling of greater control over ones own life in relation to employment is through actual work experience itself, hence the need once again to accomplish actual job placements for WIN clients. We suggest that consideration be given to further study of programs in which clients themselves play a greater role in determining their own future. Perhaps such an approach is a key to instilling feelings of personal efficacy and perceptions of an ability to better control ones own life by ones own actions, which have appeared to be significant indicators of eventual employment success in this study.

CHAPTER I: INTRODUCTION TO THE STUDY

PURPOSE AND CONTENT OF THIS REPORT

The report is the culmination of more than two years of research effort encompassed by this project. The function of this document is two-fold: to describe the study and its findings, conclusions, and recommendations in a summary fashion for the non-technical readers; and, to present a comprehensive technical treatment of the study data for readers interested in a more in-depth understanding of the project and its findings. To achieve this goal, the main text of the report contains a description of the major substantive results, as well as the process of the study while more detailed information and all statistical tables are located in the Appendix.

Chapter I focuses on objectives of the study in terms of relevant policy issues addressed, the conceptual and empirical framework underlying the research, and a description in most general terms of the methodology employed in the research. Chapter II reports the findings and conclusions of the study.

THE ISSUES AND OBJECTIVES OF THIS STUDY

The Work Incentive Program (WIN), enacted by Congress in 1968, established a program of work incentives and earnings exemptions aimed specifically at the AFDC population. Some legislative history pertaining to the enactment of the WIN I and WIN II Programs is presented in the Appendix. The original WIN Program focused on referral to skill training and supportive services for any welfare client who volunteered to participate. WIN I attempted to decrease welfare dependency through employment. The implicit assumption in the program was that proper monetary and fiscal policies would provide employment opportunities and wages for welfare clients who were able to work, while education and training programs would assist others in their effort to become employable.

The Talmadge amendments of December, 1971, enacted what is currently known as WIN II, adding another dimension to the policy geared toward employment of the welfare population. WIN II requires that a significant portion of the welfare population register for work and training as a condition of their receipt of welfare benefits. As we will note in our findings, both WIN I and WIN II principally served AFDC recipients desiring or volunteering to work or to prepare themselves for employment.

Both WIN I and WIN II have existed within the context of a positive monetary work incentive which allows AFDC women to retain the first $30 of their monthly earnings plus one third of the remainder without reduction in AFDC benefits. (Men with fulltime jobs were taxed 100% of earnings in Minnesota where this study took place).

Within the limitations placed on the WIN Program by the nature of the economy and job demand, WIN seeks to aid its clients in achieving greater quantity and quality of employment. Financial incentives have been built into the program to increase program effectiveness but there are other non-financial incentives which have an effect on a participant's attitudes toward WIN and employment.

The objective of this study has been to identify and measure the impact of important employment related incentives and disincentives in the WIN Program. We focused upon elements of WIN but also sought to measure the relative impact of other variables, such as personal characteristics or attitudes that might also explain employment behavior. We sought to measure the relative importance to employment outcomes that various WIN Program components and features seem to have in relation to the personal characteristics of the AFDC population -- over which policymakers have less, if any, control. Finally, we attempted to translate our findings into policy relevant statements, describing the impacts of various aspects of the WIN Program upon various types of clients, and suggesting various alternatives policymakers may wish to consider to improve the program.

SUMMARY OF CONCEPTUAL AND EMPIRICAL MODEL

This section is designed to introduce the model of WIN employment underlying this study and to present the major concepts of the theoretical framework in general terms. A summary of the relationships between elements of the WIN Program and the conceptual variables is presented in the Appendix along with a detailed presentation of the WIN employment model.

The Conceptual Model

At the most general level we can think of the WIN participant as having to decide on an allocation of his available time between three types of activities: 1) market work; 2) home work; and 3) leisure. The individual will choose to engage in an activity because it yields utility -- utility being defined as the value or satisfaction of the final product of performing an activity, as perceived by the individual. An activity may yield utility either because the activity itself satisfies needs of the individual or because the activity yields income which permits the consumption of goods and services that yield utility. Market work, for example, may yield utility because the person gets satisfaction from performing a job and because of the income from the job which permits greater consumption of goods and services that also yield satisfaction.

Our basic behavioral assumption is that WIN participants, like all other people, seek to maximize their utility in allocating their time between market work, home work and leisure. In this context the WIN participant makes a commitment to market work when employment on a job will yield greater utility for those hours than either home work or leisure.

The total utility a person can gain depends on his liking (or tastes) for activities and goods and services as well as the quantity that he can obtain.* In a world with no constraints the individual would maximize utility by engaging in each activity and consuming goods and services until their marginal utility (the utility of one more unit) was zero. Decisions are not made in such an unconstrained world, however. Thus the individual must seek to maximize utility taking into account his own tastes and his own "budget constraint." The budget constraint is the total amount of real income that the individual can obtain by alternative allocations of his time; the budget constraint includes both earned income and unearned income, such as the welfare grant. The budget constraint actually incorporates both time and income as factors which impinge on the decision making process.

Thus, at the conceptual level our model has the individual maximizing utility by allocating his time between market work, home work and leisure. This allocation is accompanied by taking into account his tastes for these activities as well as tastes for goods and services and is subject to his budget constraint. The end result of this maximization process is the allocation of time between market work, home work and leisure. Since our particular concern in this project is with the allocation of time to market work, we solve the system for the hours devoted to market work, in terms of all other variables in the system.

**It is convenient conceptually to think of activities and goods and services as separate. In reality the consumption of goods and services occurs in conjunction with the performance of activities over time.*

Conceptual and Empirical Relationships

Solving the model in this manner establishes hours devoted to market work as a dependent variable that is influenced by the other (independent) variables in the system. It is possible at the conceptual level to treat market work as though it were a continuum of hours and that persons could choose the exact number of hours they want to work. In the real world institutional arrangements do not allow such a wide choice. Thus, our major empirical dependent variable for the model is whether the person is employed or not employed at various points in time and the duration of employment during the time intervals we are studying. Since we had the advantage of conducting personal interviews in this study we also obtained other measures closely related to employment status that were utilized as dependent variables, the main ones being earnings and completion of WIN. While these other outcome variables were important and provided depth to our analysis, our focus was on employment, explaining why some WIN clients become successfully employed and why some do not.

Our dependent variable of employment is, at the most general level, a function of the budget constraint and tastes of the individual. The explanation of employment in market work outcomes, then, depends on the budget constraint and tastes. In our model we subdivided these two concepts into a series of more detailed conceptual variables that are measurable in principle.

The budget constraint depends on the following three variables:

1. Expected income from market work;
2. Expected income from home work;
3. Expected income if no work is performed.

The essence of these three variables is that they will tell the individual what his total available budget will be for any possible allocation of his time. We would expect these

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This study addresses the question of what personal characteristics and attitudes as well as features or components of the Work Incentive (WIN) Program, encourage or discourage employment success for WIN clients. In general the study concludes that underlying basic characteristics of individuals and their experience are better indicators of eventual employment success than the fact of participation in particular aspects of the WIN Program. Indeed, we found little in the way of significant impacts on employment success from specific WIN components, with the exception of vocational training, which did have a positive impact.

The study found, however that "success" in the WIN Program, i.e., being employed at termination from the program, tends to breed success at a later time. The conclusions of the study, therefore, are twofold: first, the program should select clients who have those characteristics which correlate with employment success in the WIN Program and develop those characteristics in the clients who do not already possess them; and, second, the program should emphasize and focus on the obtaining of jobs for clients and following through with clients until actual job placements occur.

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PREFACE

This report culminates a research program undertaken by InterStudy for the Employment and Training and Administration of the Department of Labor under Grant Number 51-27-73-09. The intent of the research was to identify and measure various employment-related incentives and disincentives in the Work Incentive Program. The study considered both the original WIN I Program implemented in 1969, and the revised WIN II Program commenced in 1972.

The study procedure collected information through personal interviews with over 800 former and current WIN participants in Ramsey County (St. Paul), Minnesota. The results of the analysis of the data thus obtained are presented in this final report.

ACKNOWLEDGMENTS

Many people in federal, state, and local government provided significant contributions and cooperation in this project and we wish to acknowledge this important and much appreciated support.

Ms. Louise Scott of the Employment and Training Administration, Department of Labor, served as the project officer for this work. We wish to acknowledge that Ms. Scott's assistance and cooperation was significantly beyond the quality and quantity usually anticipated or received in a project of this nature.

Mr. Thomas Hogan, Director of the Ramsey County WIN Program, was extremely cooperative, helpful, and informative in assisting in the data collection effort in this study, as well as providing important insights into the practical operations of the WIN Program. Numerous other officials and personnel at the state and local level were also very courteous and helpful in enabling InterStudy to undertake and complete this project.

In addition, a number of past and present InterStudy employees were not actively involved in the final analysis and report writing of this project, but nevertheless, made substantial contributions to it. We particularly wish to note the contributions of Dr. Lois Anderson, Dr. Gary L. Appel, Dr. Leonard J. Bower, Mr. Ronald Fine, and Ms. Laurie Lockwood.

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HIGHLIGHTS OF FINDINGS AND STATEMENT OF POLICY RECOMMENDATIONS

This research sought to identify and measure incentives and disincentives in the Work Incentive (WIN) Program; and, to measure and explain the impact of WIN upon its desired or intended goals of increased employment and self-sufficiency for that portion of the welfare population supported by the Aid to Families with Dependent Children (AFDC) Program.

While the study focused on the impact of WIN and its various components on the employment of current and former AFDC recipients, the inquiry could not be limited to a consideration of the WIN Program features in isolation. Rather, it was important to consider, to measure and control for, the influence of a variety of other things which impact upon employment. Therefore, this study considered the importance of the socio-economic and demographic characteristics of WIN recipients, the attitudes of WIN recipients towards work and welfare, and the knowledge and understanding of WIN clients regarding penalties and rewards associated with WIN and related AFDC policies and programs.

We believe this study is unique in the breadth of the various possible influences on employment behavior of WIN clients considered here. It is also important to understand that this study from its inception and initial design has been limited to WIN clients. The entire sample studied here has participated, at lease to some extent, in the WIN Program. The goal of this study, from its beginning, has been to identify the differences, and the relative importance of those differences, between successful and unsuccessful participants in the WIN Program --- in terms of both successful employment at termination from WIN and employment after WIN participation.

The policy or programmatic purposes and implications of such an approach are clear. We did not seek to evaluate the advisability of the establishment and maintenance of an employment-related program such as WIN by contrasting the employment success of WIN clients vis-a-vis the general AFDC population. Rather, we accepted the existence of such a program. The purpose of this study, accepting and assuming the existence of the WIN Program, was to determine the most efficient and effective manner in which such a program can operate by determining the types of clients and the types of services best alligned with the achievement of the WIN Program goals of increased employment and increased self-sufficiency for AFDC recipients.

Therefore, we sought to identify and measure the relative impact of all the various personal characteristics, program experiences, and exogenous influences upon eventual employment success, or lack of success, for a WIN client. The findings and conclusions of this study present WIN policy makers and program administrators with three general recommendations or alternatives.

First, they may choose, through the WIN Program, to develop in WIN clients those capabilities which apparently significantly impact upon current and future success in the world of work. For example, they may choose to concentrate upon the development of work experience, job placements, self-confidence, etc., which appear to relate to eventual employment success.

Second, decision makers may choose to concentrate the WIN Program on individuals already possessing the requisite quantity of the needed attributes to achieve employment success. This latter process essentially amounts to what has been termed "creaming", or selecting into the program those people most likely to succeed with the assistance of the services provided through the program.

Third, as we will explain in a moment, decision makers should choose to concentrate on activities which result in actual job placements for WIN participants.

The purpose of this study was not to make value judgments regarding which of these paths to choose. Rather, the purpose of this study was to provide information and analysis which will assist decision makers in their choice. With these provisos in mind, we now turn to a summary of the substantive findings, conclusions, and policy implications of this study.

The substantive results of this study have two important aspects. Some findings and conclusions relate to specific independent variables which seemed to show an important impact upon employment outcomes either at WIN termination or at follow-up. Other findings and conclusions, perhaps of more intriguing interest, seemed to indicate that the success of the client in WIN itself, as measured by employment at termination from WIN, related very strongly to future employment success at follow-up. In general, our conclusion is that somehow, the whole is more than the sum of its parts in that, besides the various objective characteristics which we identified as relating to employment, there was something important in the very success of a client in the WIN Program in terms of predicting his evenutal employment success at follow-up. In this summary we deal with this latter finding first.

People with successful WIN termination outcomes were significantly more successful at follow-up in several measures:

- Seventy-eight percent of the successful WIN terminees were employed at follow-up;
- One-half of the successful WIN I clients were still employed in their WIN jobs two to four years after termination; 73% of the successful WIN II females and 80% of the successful WIN II males were employed on their WIN jobs a year after termination;
- If employed at follow-up, the earnings of successful terminees were larger than those of unsuccessful clients employed at follow-up;
- Successful terminees who were employed at follow-up experienced earnings increases between employment prior to WIN and follow-up which were larger, in both absolute and relative terms, than those of the unsuccessful WIN

terminees employed at follow-up;

- Successful WIN terminees were about two times more likely to be off AFDC at follow-up than unsuccessful terminees.

The reason we mention these particular findings toward the beginning of this summary is that we believe that this particular aspect of our research into the WIN Program has significant policy implications. Assuming that the program does not devise a system of accomplishing very superficially successful outcomes by placing people in short-term jobs, one of our general conclusions is that whatever the WIN Program does to influence success at termination positively affects employment success at follow-up and, therefore, should be encouraged.

The possible reasons for this success, seeming to influence future success, are several. As we will note in a moment, the impact of a previously successful employment history was in itself a good indicator of future employment success. The very fact of having a job was a substantial practical advantage related to future employment success. That is, having a job at WIN termination eased the problem of finding a job sometime between WIN termination and follow-up significantly since many of the successful WIN terminees held the same job until the time of our follow-up interview.

We can only speculate on other reasons for this relationship between successful terminations and successful follow-ups. Perhaps the individual level of personal efficacy and/or self-confidence increased along with successful development of an employment history; or, perhaps, those who fail to get jobs in the WIN Program have feelings of inadequacy reinforced.

In sum, whatever it was that the WIN Program accepted or generated in individual clients leading to job success at WIN termination seemed to bear a strong relationship to the employment success of WIN clients at follow-up. The policy lesson thus prescribed is that the WIN Program should follow through with clients, as much as possible, to achieve successful terminations.

These findings indicate something more than a restatement of the obvious, and declared, goal of the WIN Program --- to get people into jobs --- or a simplistic conclusion that "success breeds success." As noted earlier, the potential here is threefold: first, the WIN Program can work to develop successful terminations through the development of those characteristics in WIN clients that seem to be related to employment success; second, the program can operate by focusing upon clients and potential clients already possessing the greatest quantities of the requisite abilities which seem to relate to employment; third, the WIN Program can more consciously, or "operationally", focus on the goal of getting people into jobs by keeping clients in the program until actually employed, by emphasizing job placement, and seeking greater knowledge and understanding of the job market to facilitate finding (and, possibly, creating) jobs and matching clients with jobs. Of course, the program can simultaneously focus on all of these possibilities.

Now we turn to a brief description of the variables in our study which related, either positively or negatively, to employment success either at termination or at follow-up. In this discussion we follow the general outline of the more detailed explanation of our study results in the main report by presenting in sequence: personal socio-economic and demographic characteristics, WIN experience, understanding of incentives and disincentives in WIN and related AFDC policies, personal attitudes toward work and welfare while noting that the sequence is out of step only in that we have already related the apparent importance of the transition status of WIN success in relation to future employment success. The reader must turn to the detailed explanation of our substantive results for an in-depth analysis of the findings and conclusions of this study.

Several items appeared to be significantly related to employment success in terms of the personal socio-economic and demographic characteristics of clients. The major elements connected with successful employment outcomes were: a prior successful work history; the absence of a child under three years of age for female-headed households; the absence of a significant perceived health problem; and, the presence of a spouse in the home. Most of these impacts are self-explanatory. We have assumed that a prior work history related to the acquisition of a variety of abilities and traits which, in turn, generally related to employment success. The once-assumed distinction of the presence of a child of pre-school age, under six, seems to have been replaced by the impact of the presence of a child under three years of age, apparently representing an age when child care is, relatively, easier to obtain. This finding suggests that an appropriate WIN exemption from work registration would be for mothers with a child under three years of age --- in terms of program success and, perhaps, in consideration of what will best serve mothers and children. While a health criterion was not terribly significant, generally, perceived health problems related to less employment. We assume that the presence of another adult in the home, as represented by marital status, represents a potential for the elimination of certain employment-related problems such as child care and the need to accomplish a certain minimal amount of "homework" --- and, therefore, is consistent with greater employment.

Interestingly, the results of our study show little in the way of impact of most WIN Program components. The major impact we found resulting exclusively from the WIN Program itself was in the area of vocational education. This particular aspect of WIN participation related very significantly in all groups to eventual employment success either at termination or at follow-up. The policy or program implication here, consistent with earlier statements, is that this program component deserved emphasis because it very directly related to the principal goal of getting people into jobs.

The adult basic education component of WIN showed less influence. We assume that this result relates to the fact that people in need of basic adult education are representative of a group in need of a substantial amount of additional assistance to overcome their employment barriers. Our, obvious, conclusion is that the adult education program cannot, in itself, overcome the basic deficiencies for these individuals in regard to employment-related abilities, but is most likely a necessary program component working toward greater job potential.

Another AFDC policy directly related to the WIN Program is the positive financial incentive to work, represented by what is known as the "$30 + 1/3" income disregard provision of the AFDC program. While the specific focus of this study was not upon the "$30 + 1/3" disregard, we paid substantial attention to this AFDC provision because of its obvious relationship to the impact of another employment-related policy --- the WIN Program.

In general, WIN clients were aware of the "$30 + 1/3" income disregard in terms of its general impact of allowing work and earned income to influence the total amount of dollars available to the AFDC recipient. On the other hand, WIN clients were confused about the specifics of the influence of the "$30 + 1/3" income disregard provision. In addition, those who were aware and who did understand the "$30 + 1/3" income disregard provision generally suggested that it had little to do with their incentive to work.

While most of the males were aware of the fact that they could work and that earned income would increase their general level of spendable income, they were not aware of the specifics of the "$30 + 1/3" disregard, nor were they aware of the fact of the one hundred hour maximum work rule which limited the amount of work males could undertake while still benefiting from the "$30 + 1/3" income disregard provision.

Thus, awareness of the income disregard was limited. In addition, those WIN clients who were aware of the disregard considered it to be either too complicated to influence their work decision or too little, in the way of a financial incentive, to have a substantial impact upon their decision to seek employment.

This study does not purport to definitively analyze the impact or the effectiveness of the "$30 + 1/3" income disregard. However, it seems apparent that a greater knowledge and understanding among AFDC and WIN clients is required if the policy is to have a chance of achieving its intended goals related to greater employment and self-sufficiency for AFDC families.

The obvious policy or program implication is that more stress should be placed upon informing the AFDC population about this policy and its potential benefits for them. This function can be accomplished partially through the WIN Program, even though that program does not reach all AFDC clients. Further consideration by policy makers should be given to more adequate study of the actual impact of the income disregard in terms of its adequacy in light of the substantial response from WIN clients that the "$30 + 1/3" formula was insufficient to influence their work behavior.

Another aspect of this study which concentrated upon the impact of the WIN Program related to the attitudes of WIN clients toward working in general, the WIN Program in particular, and welfare status. Of particular interest in this regard were the mandatory aspects of the WIN II Program in contrast to the voluntary aspects of the WIN I Program. One of the major new concepts in the WIN II Program was mandatory WIN registration as a prerequisite to entitlement of AFDC benefits.

Our results showed that this mandatory registration requirement had little, if any, impact. Our analysis of the lack of any impact in this area indicated several reasons.

In fact, other than the particular emphasis upon unemployed fathers, the priorities in the WIN II Program essentially prefer volunteers. In addition, our study results found that 85% of the entire WIN II population indicated that they either did or would have volunteered for the program. Hence, it was not surprising to find that the perceived voluntary nature of the commitment to WIN differed little between WIN I and WIN II clients.

We also considered various other attitudinal aspects of participation in and positive results from the WIN Program. Several attitudinal variables turned out to be interesting. First, we found that such items as the willingness to overcome the hassles or barriers to employment were significant indicators of future employment success. We also discovered that a person's feelings of personal efficacy, in the sense of their perceptions of their abilities to control their lives by their own actions, were significant in terms of their willingness and ability to find work and move toward self-sufficiency.

In addition, we discovered that the attitudes of families and friends towards their work and/or welfare status, more importantly than their own feelings about the stigma of being on welfare, were related to the ability to achieve employment either at WIN termination or at the time of our follow-up interviews. None of these results are surprising and, indeed, fulfill our general expectations regarding the psychological motivations of individuals toward employment, whether or not they be AFDC recipients.

Generally, we found that people were relatively evenly distributed in terms of their work ethic regardless of whether they were successful or unsuccessful in eventual employment outcomes. We also found that those people who were generally dissatisfied with the welfare program tended to be those people who were generally dissatisfied with work prospects and their individual potential, economically. The stigma of being on welfare was also closely related to the perceived problems with the welfare program. In general, these findings indicate that while most WIN clients were possessed with a relatively strong work ethic, there was a certain portion of the WIN population which was dissatisfied with the whole range of prospects available on the work/welfare continuum.

The policy implications of these findings regarding the attitudes of WIN clients are several. In a couple of important ways, the WIN I and the WIN II Programs tended to attract a rather homogeneous group.

The vast majority of participants consider themselves to be volunteers for the work program. The vast majority of the participants expressed a strong work ethic, whether or not they eventually succeeded in the program and future employment. Thus, the mandatory requirements of the WIN II Program had little visible impact. The high level of work ethic among both successful and unsuccessful WIN clients reinforces our conclusion that little return will result from forcing AFDC recipients to register for work programs or take employment opportunities. However, to the extent these mandatory provisions do not consume resources which could be better used in the program, the mandatory registration requirement may provide a useful tool to program operators working occasionally with recalcitrant WIN participants.

Another finding with important policy implication was that those people with positive attitudes towards themselves and their abilities, as well as those indicating a willingness to overcome the barriers and hassles of employment, have greater employment success. To some extent, a program can be focused to do something about these attitudes, such as instilling self confidence and feelings of personal efficacy in individuals. Consistent with our previous statements of policy implications or recommendations, we conclude that the best way of instilling this confidence and a feeling of greater control over ones own life in relation to employment is through actual work experience itself, hence the need once again to accomplish actual job placements for WIN clients. We suggest that consideration be given to further study of programs in which clients themselves play a greater role in determining their own future. Perhaps such an approach is a key to instilling feelings of personal efficacy and perceptions of an ability to better control ones own life by ones own actions, which have appeared to be significant indicators of eventual employment success in this study.

CHAPTER I: INTRODUCTION TO THE STUDY

PURPOSE AND CONTENT OF THIS REPORT

The report is the culmination of more than two years of research effort encompassed by this project. The function of this document is two-fold: to describe the study and its findings, conclusions, and recommendations in a summary fashion for the non-technical readers; and, to present a comprehensive technical treatment of the study data for readers interested in a more in-depth understanding of the project and its findings. To achieve this goal, the main text of the report contains a description of the major substantive results, as well as the process of the study while more detailed information and all statistical tables are located in the Appendix.

Chapter I focuses on objectives of the study in terms of relevant policy issues addressed, the conceptual and empirical framework underlying the research, and a description in most general terms of the methodology employed in the research. Chapter II reports the findings and conclusions of the study.

THE ISSUES AND OBJECTIVES OF THIS STUDY

The Work Incentive Program (WIN), enacted by Congress in 1968, established a program of work incentives and earnings exemptions aimed specifically at the AFDC population. Some legislative history pertaining to the enactment of the WIN I and WIN II Programs is presented in the Appendix. The original WIN Program focused on referral to skill training and supportive services for any welfare client who volunteered to participate. WIN I attempted to decrease welfare dependency through employment. The implicit assumption in the program was that proper monetary and fiscal policies would provide employment opportunities and wages for welfare clients who were able to work, while education and training programs would assist others in their effort to become employable.

The Talmadge amendments of December, 1971, enacted what is currently known as WIN II, adding another dimension to the policy geared toward employment of the welfare population. WIN II requires that a significant portion of the welfare population register for work and training as a condition of their receipt of welfare benefits. As we will note in our findings, both WIN I and WIN II principally served AFDC recipients desiring or volunteering to work or to prepare themselves for employment.

Both WIN I and WIN II have existed within the context of a positive monetary work incentive which allows AFDC women to retain the first $30 of their monthly earnings plus one third of the remainder without reduction in AFDC benefits. (Men with fulltime jobs were taxed 100% of earnings in Minnesota where this study took place).

Within the limitations placed on the WIN Program by the nature of the economy and job demand, WIN seeks to aid its clients in achieving greater quantity and quality of employment. Financial incentives have been built into the program to increase program effectiveness but there are other non-financial incentives which have an effect on a participant's attitudes toward WIN and employment.

The objective of this study has been to identify and measure the impact of important employment related incentives and disincentives in the WIN Program. We focused upon elements of WIN but also sought to measure the relative impact of other variables, such as personal characteristics or attitudes that might also explain employment behavior. We sought to measure the relative importance to employment outcomes that various WIN Program components and features seem to have in relation to the personal characteristics of the AFDC population -- over which policymakers have less, if any, control. Finally, we attempted to translate our findings into policy relevant statements, describing the impacts of various aspects of the WIN Program upon various types of clients, and suggesting various alternatives policymakers may wish to consider to improve the program.

SUMMARY OF CONCEPTUAL AND EMPIRICAL MODEL

This section is designed to introduce the model of WIN employment underlying this study and to present the major concepts of the theoretical framework in general terms. A summary of the relationships between elements of the WIN Program and the conceptual variables is presented in the Appendix along with a detailed presentation of the WIN employment model.

The Conceptual Model

At the most general level we can think of the WIN participant as having to decide on an allocation of his available time between three types of activities: 1) market work; 2) home work; and 3) leisure. The individual will choose to engage in an activity because it yields utility -- utility being defined as the value or satisfaction of the final product of performing an activity, as perceived by the individual. An activity may yield utility either because the activity itself satisfies needs of the individual or because the activity yields income which permits the consumption of goods and services that yield utility. Market work, for example, may yield utility because the person gets satisfaction from performing a job and because of the income from the job which permits greater consumption of goods and services that also yield satisfaction.

Our basic behavioral assumption is that WIN participants, like all other people, seek to maximize their utility in allocating their time between market work, home work and leisure. In this context the WIN participant makes a commitment to market work when employment on a job will yield greater utility for those hours than either home work or leisure.

The total utility a person can gain depends on his liking (or tastes) for activities and goods and services as well as the quantity that he can obtain.* In a world with no constraints the individual would maximize utility by engaging in each activity and consuming goods and services until their marginal utility (the utility of one more unit) was zero. Decisions are not made in such an unconstrained world, however. Thus the individual must seek to maximize utility taking into account his own tastes and his own "budget constraint." The budget constraint is the total amount of real income that the individual can obtain by alternative allocations of his time; the budget constraint includes both earned income and unearned income, such as the welfare grant. The budget constraint actually incorporates both time and income as factors which impinge on the decision making process.

Thus, at the conceptual level our model has the individual maximizing utility by allocating his time between market work, home work and leisure. This allocation is accompanied by taking into account his tastes for these activities as well as tastes for goods and services and is subject to his budget constraint. The end result of this maximization process is the allocation of time between market work, home work and leisure. Since our particular concern in this project is with the allocation of time to market work, we solve the system for the hours devoted to market work, in terms of all other variables in the system.

**It is convenient conceptually to think of activities and goods and services as separate. In reality the consumption of goods and services occurs in conjunction with the performance of activities over time.*

Conceptual and Empirical Relationships

Solving the model in this manner establishes hours devoted to market work as a dependent variable that is influenced by the other (independent) variables in the system. It is possible at the conceptual level to treat market work as though it were a continuum of hours and that persons could choose the exact number of hours they want to work. In the real world institutional arrangements do not allow such a wide choice. Thus, our major empirical dependent variable for the model is whether the person is employed or not employed at various points in time and the duration of employment during the time intervals we are studying. Since we had the advantage of conducting personal interviews in this study we also obtained other measures closely related to employment status that were utilized as dependent variables, the main ones being earnings and completion of WIN. While these other outcome variables were important and provided depth to our analysis, our focus was on employment, explaining why some WIN clients become successfully employed and why some do not.

Our dependent variable of employment is, at the most general level, a function of the budget constraint and tastes of the individual. The explanation of employment in market work outcomes, then, depends on the budget constraint and tastes. In our model we subdivided these two concepts into a series of more detailed conceptual variables that are measurable in principle.

The budget constraint depends on the following three variables:

1. Expected income from market work;
2. Expected income from home work;
3. Expected income if no work is performed.

The essence of these three variables is that they will tell the individual what his total available budget will be for any possible allocation of his time. We would expect these three variables to affect the time allocated to market work in the following way. The greater the expected wage from market work, the greater the time allocated to market work. The greater the expected return from home work, the less the time allocated to market work. And, the greater the unearned income (income if no work is performed) the less time will be allocated to market work.

The tastes of the individual determine the utility that he can receive from goods and services or activities.* Total utility, of course, depends not only on his tastes but also the quantity of goods and services or activities the individual has avaliable to him. Thus we define four separate taste variables upon which utility will depend.

1. Taste for goods and services.
2. Taste for market work.
3. Taste for home work.
4. Taste for leisure.

These taste variables tell the individual that his utility will be with any given combination of activities and goods and services. It must be remembered that the taste variables for the three activities, market work, home work, and leisure refer to the utility of performing the activity and not to the income that can be derived from the activity. The income that can be derived from activities has already been accounted for in the budget constraint.**

We would expect the four taste variables to affect the allocation of time to market work in the following ways. The greater the taste for goods and services and the greater the taste for market work, the greater the allocation of time to market work. The greater the taste for home work and the

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**Conceptually, a utility function can be posited with "tastes" as one determinant of utility.*

***This income is translated into utility through the taste for goods and services variable in the utility function.*

greater the taste for leisure, the less the allocation of time to market work.

While these budget constraint variables and taste variables are measurable in principle, they cannot, in fact, be measured empirically. Thus, we specified empirical variables as proxies for these concepts. In most cases we used several empirical variables that we believe measure separate dimensions of a concept and are important explanatory variables of employment outcomes. All of these empirical variables are detailed in our full model development. In this summary we emphasize how the WIN-related independent variables fit into our overall model framework.

The WIN Program

The employment model which we utilized in this project could actually be manipulated to study segments of the population other than the WIN population. What is different about the WIN population is the fact that they are receiving a specific type of unearned income, the welfare grant, and they enter the WIN Program as an intermediate step between being unemployed and, hopefully, becoming employed. Thus, the WIN Program can be viewed on a general level as a "bridging" variable that affects employment outcomes of clients. Our objective in this study was to determine what incentives or disincentives exist in the WIN Program that affect employment outcomes and what changes in these incentives might increase the number of successful outcomes of WIN clients. Rather than treat the WIN Program as a completely separate "black box" affecting employment, we related specific incentive features of the WIN Program to the major conceptual variables that affect the decision to seek market work.*

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*As noted, the specific WIN elements considered in this study, a as well as other conceptual and empirical variables of this study's model, are discussed in the Appendix to this report.

It is useful to define the term incentive operationally for this project. The definition of incentives presented here expresses a refinement from those used in related studies which we reviewed and which formed the basis of the definition expressed in our proposal preceding this study. Many definitions of any concept, of course, are always possible. From these possibilities we selected the particular definition set forth in this report because it most closely satisfies the operational needs of this study.

We define a WIN incentive as any policy or act of the WIN Program which tends to enhance for a participant the perceived desirability of employment as a means of satisfying his particular package of needs.* This definition has comprehensive application in that it describes both program elements which provide a positive pull towards employment, such as the prospect of increased earnings due to an income disregard, and program elements designed to overcome negative barriers to employment, such as job interview training designed to overcome the fear and anxiety that an individual might experience in job interviews. The definition also includes acts of policies which decrease the desirability of the alternatives of "home work" or leisure.

Note the inclusion of the phrase "tends to" in our definition. We defined incentives as those policy variables or program features which would "tend to" increase the employment of WIN participants as a group -- though some incentives are significant for only some of the WIN participants. This phrase "tends to" indicates our awareness that a given incentive may be insufficient in some situations. For example, a $100 reward for performing a particular act may be insufficient to motivate a wealthy man while clearly adequate to motivate a man of no means.

**We discuss here only our definition of incentive. A WIN disincentive can easily be defined, of course, as any policy or act of the WIN Program which tends to decrease for a participant the perceived desirability of employment as a means of satisfying his particular package of needs.*

In terms of our operational definition, however, it remains an incentive.

One purpose of our study is to understand the adequacy of incentives in various situations. Indeed, some of the WIN Program features which we identified for study as "incentives" may not affect employment at all or, conceivably, may have a negative impact. Nevertheless, it is fundamental to a conceptual study design of "incentives" that an *a priori* selection be made of those program features and policies which are "supposed" to be or could be incentives toward employment.*

Our definition also includes the qualifier "perceived". The inclusion of this term indicates acknowledgment that an activity is motivated by the perceived consequences of the activity, and that such perceptions may or may not accord with reality. Employment outcomes can be substantially altered, in either positive or negative directions, by affecting these perceptions. Thus, our approach to this study dealt not only with the actual program features and their impacts, but also with the client's perceptions of these features which finally determine the nature of the client's motivation. In sum, this research sought to analyze the relative importance of variables related to WIN Program features, related welfare program features, and personal characteristics in explaining employment related behavior.

**The selection process in our study approach also acknowledged that we could not, within the confines of this project, study every possible act or policy which WIN does or could undertake. Hence, we used the WIN Program incentives and disincentives which we, through a priori selection, considered most significant.*

RESEARCH METHODOLOGY

This study was based upon data collected through interviews with a sample of AFDC clients enrolled in the WIN I and WIN II Programs in Ramsey County (St. Paul) Minnesota. The data collection portion of this project consisted of two parts: a first wave of interviews with a sample of WIN I and WIN II clients was conducted in Spring 1974; a second wave of interviews with WIN II clients selected for follow-up from the first wave of WIN II interviews was conducted in Spring 1975.

This section describes the sampling procedure, including a definition of the sampling stratification between successful and unsuccessful groups and enumeration of the sampling universe. Other phases of the field work, such as interviewing, questionnaire pretesting, supervision, quality control, and data collection statistics are detailed in the Appendix.

Sample Selection

The selection of persons to be interviewed in this project can be thought of a series of logical steps, some of which had been accomplished in Phase I of the project, and some of which it was necessary to do as data collection began. As the project proposal and Phase I Report had already indicated, the sample would consist of both WIN I and WIN II clients.

For the WIN I Program sample we defined employment success as a client who was employed at the time of termination from the WIN Program. For the WIN II Program, employment success was defined as a client who was employed at termination from WIN or who was employed when "recycled" back to the registrant pool. Persons who became employed and earned sufficient income to leave the AFDC rolls were terminated from WIN and de-registered. Persons who became employed but did not earn enough to leave the AFDC rolls were "recycled" to the registrant poot after the job-entry follow-up was complete. These persons remained in the registrant pool, even though employed, because all AFDC payment recipients were required to be registered for WIN II unless they fell into one of the exempt categories.

Those definitions were reasonable and workable. They were reasonable because clients who became employed and stayed employed through the WIN follow-up period were regarded as employment successes from the point of view of the program; thus, our procedure was designed to select these clients into our sample of employment successes. The definitions were workable for sampling purposes because there were official records to record the clients' status at these points in time. This approach allowed us to utilize official records to prepare sampling frames from which the actual samples were selected.

To enumerate the WIN I universe, we used the Ramsey County WIN files containing records for all of their clients terminated since the beginning of the WIN Program. Each record was checked and those terminated within the study's proposed two-year time frame (July 1970 to June 1972) were included in our WIN I sampling universe.* Information from individual case records was recorded on cards with pre-assigned code numbers (see the Appendix). Copies of the Applicant Information Record (MA-101), Individual TErmination Record (MA-104), and WIN Termination Summary, with names removed, were also made for all of these individuals. The Individual Termination Record was used to determine whether WIN I clients had been successfully employed when terminated from the Program, and this information was included on our cards.

To enumerate the WIN II universe, we used a card file of current WIN clients maintained by the Ramsey County WIN staff. This card file contained only name, address, welfare case number,

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Because of the relatively small number of males in the Program in 1970 and 1971, it was necessary to include males who terminated through October, 1972.

and case worker's name for each current client. Occasionally, the address or case number was missing. Because we did not want to go through current case files that were largely in the possession of various case workers, we supplemented the information available from the card file with information from current Ramsey County Welfare Department records and recorded it on our card for each current WIN client.*

The sample for WIN II, Wave II was selected from among those WIN II clients we had interviewed during the first wave of interviews. Ramsey County WIN case records were checked just prior to the second wave of interviews for each client interviewed to ascertain either their employment status at termination or their current WIN status. Clients who had terminated WIN employed or those who had not yet been terminated but were currently in the WIN 90-day employment follow-up period, were in an on-the-job-training (OJT) contract job, or had a public service employment (PSE) job were selected into our "successful" group. Clients not employed who were either terminated from WIN, or had not been terminated and were still either active participants or recycled to the registrant pool were selected into our "unsuccessful" group.

It was determined from case records that some WIN II clients we had interviewed during the first wave of interviews had moved from the area, and they were not selected into our Wave II sample. A number of other people were eliminated from possible selection into our sample because they had never received any WIN services. These people had been registered in WIN but never actively participated because: some women married or remarried and were either no longer eligible or not required to participate in WIN; some clients were exempted because of health reasons; a few began receiving unemployment compensation benefits

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**Ramsey County Welfare Department gave InterStudy permission to use its on-line computer information system to verify or update addresses and other data on all clients in the sample.*

and were no longer eligible; some volunteers requested deregistration; and, a few others were transferred from WIN to the Department of Vocational Rehabilitation.

All client cards, prepared as described above, were divided into six groups for Wave I. The four WIN I groups were: (1) male successful, (2) male unsuccessful, (3) female successful, and (4) female unsuccessful. The two WIN II groups were: (1) male, and (2) female. Each card in each group was numbered, and a table of random numbers was used to select the sample. A master file, containing only name, address, sex, and termination date, and alphabetized within the six groups, was created from this selection. A separate card file was created and maintained for the four WIN II, Wave II groups: (1) male successful, (2) male unsuccessful, (3) female successful, and (4) female unsuccessful. The master file card for WIN clients, thus included in our samples, provided a basis for either quick checking on the status of any one person selected into our sample, or for a summary of our entire field work progress. The status of individual cases was noted by using color-coded cellugraf tabs that represented different transitory or final outcomes for the respondents.

CHAPTER II: THE RESULTS OF THE STUDY

DESCRIPTION OF THE ANALYSIS

This section introduces the reader to the remainder of this report which discusses the substantive findings and conclusions of this study. Up to this point, this report has focussed on the conceptual and procedural approaches to our research. We now turn to the results of the application of those procedures.

But, before commencing the discussion of our findings and conclusions, we want to introduce, or re-introduce, the reader to some of the intentions, as well as some of the limitations, of this study. The matters discussed here should assist the reader in better understanding and interpreting the findings and conclusions which follow, as well as understanding the particular ways chosen for the presentation of these study results.

It is very important to note what this study is designed to do and what it is not designed to do. Our samples consist entirely of persons who participated, to some extent, in the WIN Program. Thus, we do not have a control or comparison group of non-WIN AFDC clients, or other individuals, against which we can compare WIN clients in terms of their employment-related behavior and experience. Rather, from its very inception, this study has been focused upon differences in personal characteristics, attitudes, and program experiences among clients participating in WIN in the attempt to explain why, on the basis of identifiable differences, some people succeed in the WIN Program and subsequent employment while others fail.

The policy impact of this approach is clear. We seek to identify those variables -- personal characteristics, program features, etc. -- which correlate with desired employment outcomes. Policy makers or program administrators then have, at the simple basic level, two choices in dealing with these identified correlates: first, the program can be structured to develop clients' capabilities in important areas leading to eventual employment success, such as, for instance, self-confidence, education, etc,; second, the program can focus on individuals already possessing the largest quantities of the desired attributes -- essentially engaging in a "creaming" process based on scientifically determined correlates of probable success in the work world. Of course, only certain variables can be altered by any program. Such personal characteristics as age, sex, race, etc. cannot be influenced. Therefore, in the results which follow this introduction, to the extent possible, we focus on the things which it might be possible for policies or programs to alter in a desired direction.

The major focus of this study is upon the impact of the WIN Program in itself on employment. Therefore, our focus is upon employment-related behavior of WIN clients as that behavior relates to their WIN experience. However, in recognition of the fact that other events and circumstances influence the impact of the WIN Program and employment behavior in general, we have in our conceptual and empirical approaches sought to understand the importance of other influences, such as socio-economic and demographic characteristics, personal attitudes toward work and welfare, etc.

With these kinds of background considerations established, we turn to a description of the general analytical procedures undertaken in this study. The analysis is two-fold.

The first approach can be characterized as principally descriptive in nature. This analysis describes the relationship of each of the various items considered in this study to the outcome variable of employment.

Since our major focus, again, in this study is upon the incentives and disincentives in the WIN Program, our major concentration is on the relationship between employment outcomes and the variables we have designated as WIN Program components. Within this category, we look first at the specific program features, such as orientation, training, job placement, counseling, etc. In addition, we inquire into some more subjective features of the program impacting on clients such as their knowledge of penalties and rewards for participation in the program. Further, in regard to client knowledge and understanding, we look at such things as their understanding of the impact of related financial incentives to the WIN Program, most specifically the general AFDC income disregard provision.

We also look at a variety of personal characteristics ranging from the traditional socio-economic and demographic variables such as age, race, sex, and employment history to consideration of more subjective variables such as attitudes toward work and welfare and expectations in regard to entry into the world of work.

In this first phase of our analysis, we identify which of these independent, and possibly casual, variables relate in a significant fashion to the outcome measure of employment. We can determine the statistical significance of these relationships and we can determine the logical significance of these relationships and, thereby, logically, or hypothetically, begin to explain the important determinants of employment behavior. But, to this point, we examine the impact of these independent variables only in isolation from each other.

In the following discussions, the results pertain to the employment status of WIN recipients at two points in time. The "successful"/"unsuccessful" classification, in all instances, refers to employment status at termination from the WIN Program. The "employed", "unemployed", "not employed" classification, in all instances, refers to employment status at the time of follow-up after terminating from the WIN Program. The distinction between "unemployed" and "not employed" contrasts those people seeking work (i.e., unsuccessfully looking for a job) and those not seeking work (i.e., not participating in the labor force at all). These classifications are used consistently throughout the analysis sections of this report.

The following sections of this chapter present the substantive findings of this study. The existance of systematic relationships, or the absence of such relationships, between an independent variable and employment outcomes is identified and discussed in relation to the overall objective of explaining the determinants of employment behavior. The supporting statistical evidence of the analysis is contained in the Appendix and the tables are ordered to correspond to their discussion in the text.

The second phase of the analysis, which is multi-variate in nature, addresses the question of the relative and combined impact of the important independent variables which we had previously considered more or less in isolation. Through the specific technique of regression analysis, we approach the more complex goal of the study which is to analyze the relative impacts of various WIN Program and policy features while controlling for other possible influences on employment behavior. Of course, we also wish to explore and measure relative importance of non-WIN variables as well. The regression phase of the analysis is presented in its entirety in the Appendix.

In the highlights of the findings and conclusions of this study, presented earlier, we synthesized the findings and conclusions of the descriptive portions of our analysis and the multi-variate portion of our analysis, as tempered by our understanding of the realities of the operation of the WIN Program. That summary also contains a statement of the policy implications drawn from the findings and conclusions set forth in the remainder of this report.

PERSONAL AND FAMILY CHARACTERISTICS

The major focus of our conceptual and empirical approach to this study was to isolate the impact of components of the WIN Program, and related AFDC policies designed to increase employment in the welfare population. To achieve this focus, we controlled for other factors which may influence employment behavior.

Through the use of multi-variate analysis, we measured the impact of personal characteristics relative to the impact of WIN components and AFDC policies. In the final analysis we sought to understand, principally, how WIN can help people -- and which people WIN is most likely to help.

In this section, we consider major socio-demographic, or personal, characteristics of WIN participants which could impact on desired employment outcomes. Our goal was two-fold: to describe the personal and family characteristics of our study sample; and, to identify those characteristics which appear to have significant relationships with employment outcomes.

Age

The mean age of females in the WIN I sample was 34 years, while females currently participating in WIN II averaged 32 years of age. In both WIN I and WIN II, the majority of women were concentrated in the 21 to 34 year age group. Although our findings did not indicate female age to be consistently and significantly related to employment either at WIN termination or follow-up, a higher proportion of the females 30 years or older than those under 30 years of age tended to be employed. This finding may reflect the fact that mothers 30 years of age or older were less likely to have children of preschool age. Consequently, child care problems were less for this age group.

The mean age of men in the WIN I sample was 35 years, while men currently enrolled in WIN II averaged 33 years of age.

More than 40% of the men in both WIN samples were 35 years of age or older. Among males, age did not appear to be significantly related to either WIN termination status or employment status at follow-up for either of the WIN samples.

Educational Background

Our results indicated that the level of education, measured broadly as having graduated from high school or having earned a high school equivalency degree (GED), was significantly related to success at WIN termination and was significantly related to employment status at follow-up.

The educational level of females participating in WIN I was substantially above the level for WIN I males. Less than one-half of the men were high school graduates: more than two-thirds of the women had a high school education or better. Thus, WIN I female clients appeared to be better equipped than males to begin new training or to compete for jobs to the extent that education is related to success in training and employment. About two-thirds of the WIN I males with a high school education, or beyond, were successful WIN terminees, while only one-half of the male clients with less than a high school education were successful. WIN I females with a high school education or more were successful WIN terminees 60% of the time, while fewer than one-third of the female clients with less than high school were successful. A similar set of percentages were found for education and employment status at the time of our follow-up interview for WIN I participants.

For WIN II participants, the educational distribution was similar between males and females: approximately two-thirds of the men and women in the WIN II sample were high school graduates. Although the probability of success at WIN termination was higher for both men and women with a high school education or more, than for those clients with less than high school completion, education differentiated more with respect to employment status at follow-up. About two-thirds of the males with a high school education or more were employed at follow-up compared to less than 40% of the male clients without a high school education. Females with a high school education or better were employed at follow-up 74% of the time, while only 41% of the female clients with less than a high school education were employed at follow-up.

Race

Non-whites represented approximately 18% of the combined WIN I and WIN II clients in our sample. The non-white group was principally composed of blacks and American Indians. According to our findings, race was not significantly related to the successful-unsuccessful outcome groups of either our WIN I or WIN II samples at WIN termination. The percentage of whites and non-whites occurring in the successful and unsuccessful groups did not vary from those that would have been expected by chance alone.

Among the women, we did not detect a significant relationship between race and employment status at follow-up in either the WIN I or WIN II sample groups. Among the WIN I sample of men, however, whites made up a significant larger share of those employed at follow-up than would have been expected by chance alone. The net increase in male employment between WIN I termination and follow-up occurred exclusively among the white men. While a net decrease occurred in total male employment between WIN II termination and follow-up, employment among white males in this group showed an increase. One possible interpretation of this could be that, while in the WIN Program, the non-white client does not face employer discrimination due to race, because employers are afraid of being reported by WIN counselors. But, outside the WIN Program, racial discrimination, if practiced without such informal monitoring, might show up in differential employment rates. Also, it is possible that prior discrimination has resulted in such conditions as lower education, less prior work experience, etc., which makes it difficult for non-whites effectively to compete in the work world over the long run or without on-going support from programs such as WIN.

Marital Status

We know that marital status is one of the factors that often changes just prior to a person becoming an AFDC recipient, and that later changes will affect AFDC status, and may affect employment behavior. This variable is primarily a concern with AFDC mothers, since they are permitted by regulation to be on AFDC rolls in several different household situations (married, spouse present; separated; divorced; widowed; never married.) We found that the majority of males (at least 80%) were married at our follow-up interview for both WIN I and WIN II groups, and married males were more likely than unmarried males to be employed. We did not surmise either that being married encourages men to work or that lack of work tended to cause the demise of some marriages.

Among women, being divorced was a most prevalent marital status for both the WIN I and WIN II groups. For WIN I clients, 45% of the women reported their marital status as divorced, while 65% of the women in WIN II were divorced. While divorced women were most likely to be employed at follow-up for both WIN I and WIN II groups, marital status was not a very strong or promising predictor of employment outcomes.

Family Size and Ages of Children

We hypothesized in our conceptual model for this study that family size and ages of children might have an impact on employment behavior, especially for AFDC mothers. Family size determined the amount of AFDC grant and also helped to determine the amount of required work at home that might press upon the parent's time. In general, we expected family size to have a negative impact on employment outcomes. Our data showed that the average size of WIN I families was 3.9 persons for female headed households and 4.9 persons for the male headed household. For families enrolled in WIN II, the average family size was 3.5 persons for households headed by females and 4.7 persons for male headed households. The major difference in family size between men and women was the presence of a spouse in most male headed households and some tendency for the male headed units to have more children. We did not find, however, that family size was significantly related to WIN termination status or employment status at follow-up.

We also hypothesized that the ages of children, as well as the number, might impact on employment behavior, especially that of female heads of households. We suggested that the children under age six (pre-school) place extra demands on the mother's time and present the most difficult child care problem. In our WIN I sample, 42% of the females had children under age six; in WIN II, 38% of the females had children under age six. We found that there was a significant negative relationship between female employment at WIN termination and follow-up and the presence of children under age six for our WIN I sample; mothers with children under age six were less likely to be employed than mothers with no children under six years of age. For WIN II mothers a similar negative relationship was found between female employment outcomes and the presence of children under six, but it was not statistically significant.

Since the design phase of this project was undertaken, research in the area has indicated that the greatest child care problems are presented for mothers with children three years of age or younger. The basis for this finding is that many day care facilities will not accept children younger than three. To test this hypothesis, we incorporated this information into our second interview of WIN II clients. Our findings indicated a statistically significant negative relationship existed between female employment at follow-up and the presence of children three years of age or younger; only 32% of the mothers with children three years or younger were employed at follow-up compared to 55% of the mothers with no children in this age bracket. This follow-up employment rate of 32% for WIN II mothers with children three years of age or younger is substantially lower than the 47% follow-up employment rate of WIN II mothers with pre-school children.

The presence of children under a particular age was not associated with employment status at WIN termination or follow-up for the male WIN clients. Since most of the male WIN clients were married, child care problems were not expected to influence employment outcome.

Health Problems

Another factor that might have influenced employment behavior was the health of the individual. We found that about 30% of the individuals in our WIN I sample said they had some health problems at follow-up that could affect their ability to work, while in our WIN II sample this percentage was slightly less. A negative relationship was found between the presence of health problems and employment at follow-up for males and females in both WIN samples. The proportion of cases employed among WIN clients reporting a health problem, be it real or perceived, was less than the proportion of cases employed among clients indicating no health problem. However, health problems and employment at WIN termination were not related for the WIN II sample. While the findings seem to suggest that health problems can be barriers to employment, it is also possible that persons who do not want to work or who have trouble finding work, over-emphasize health problems as an excuse for their unemployment. We could not distinguish the person with real health problems from those who were using health as an excuse for their employment difficulties, since our data was based strictly on the respondent's self-assessment of health status.

Another factor that might impact on the employment behavior of WIN clients is the health problems of other members of the family. While the percentage of individuals in our WIN I and WIN II samples who reported a sick and disabled family member requiring constant care averaged only 8%, the presence of such an individual had an adverse effect on employment behavior in most instances. WIN recipients reporting family health problems were less likely to be employed than those participants indicating no family health problems.

Special Observations About Male Clients

In the process of drawing our WIN I and WIN II samples, we physically inspected the case files of every client who was ever in the Ramsey County WIN Program. We noted observations made in the written caseworker termination summary. These summaries sometimes refer to special problems of clients and often commentary on possible reasons for success or failure of clients, beyond the categories contained on the official WIN termination form. We were particularly impressed with the pattern of commentary that pertained to the male WIN participants. Their backgrounds, both prior to WIN and during WIN, appear to be characterized by a high frequency of drug and alcohol dependence, physical and mental health problems, a lack of education (noted earlier in this chapter,) and involvement with police, often resulting in periods of jail or prison confinement.

We realized, in some further discussion of these facts, that males who were in the AFDC-UF Program, and consequently in the WIN Program, had typically exhausted all other resources such as unemployment compensation, and were a group obviously having serious difficulty finding and holding a job. The WIN males usually had considerable employment history, but some event or problem (such as those just mentioned) had caused them to be severed from the labor force, and had made it difficult to regain entry into the world of work. The problems for the WIN

Program in this case was, not only to cope with matching the male client with a job, but also to deal with these personal problems which may have made employers reluctant to hire the client. Equally important, these problems may have affected the client's ability to hold a job once hired.

We can contrast this view, probably in an over-simplified way, with the situation of the female WIN clients. Typically, the female was found on AFDC and, subsequently in the WIN Program, not because she lost a job, but because of a major upheaval in her family situation: a divorce, separation, death of spouse, or birth of child, -- perhaps to an unwed mother. In all these cases, the female probably did not anticipate being the head of a household, but she is suddenly thrust into this role. These clients have serious problems in assuming the head-of-household role and we do not minimize those;* however, these typically do not include alcohol, drugs, police, and mental problems to the same extent as among the men. The point here is that the WIN male client may have often involved a fairly special set of personal problems that made it difficult to reestablish themselves in the labor market. Since these men had been in the labor force for some period of time, their habits and life styles may have been especially difficult to change.

These observations were based largely on impressions from case file data and on discussion with the Ramsey County WIN staff. However, we believe that a portion of what we are trying to suggest here may be picked up in the health status variable. Of course, we were not expecting that people would necessarily reveal their drug or alcohol problems to us in an interview.

We also added questions to attempt to determine whether clients had police records which might affect their acceptability to employers. We asked the question of both males and

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**For example, female WIN clients often lacked recent employment history even though they usually had some work experience.*

females but only six WIN I females and ten WIN II females admitted to having a police record. Among the men, we found that 33% of the WIN I males and 18% of the WIN II males indicated a police record, but somewhat to our surprise, we did not find a significant relationship to employment outcomes, either at WIN termination or follow-up. Of course, we cannot be sure of the degree of accuracy in this self-reporting.*

**Also, those males who were in prison for serious offenses at the time of our follow-up were not available to be interviewed.*

COMPONENTS OF THE WIN PROGRAM

In our general conceptual model we defined expected earnings from employment as a function of the wage rates that prevailed for jobs the client was qualified to hold as well as the probability of finding one of these jobs. Our general hypothesis was that the greater the expected earnings from employment, the more likely the WIN client would work. Therefore, variables that increase the wage rate the client might receive or that increase the probability of employment will increase expected earnings and should have a positive influence on employment outcomes. This section focuses on components of the WIN I and WIN II Programs and their impact on WIN termination status, and where appropriate, their impact on employment at follow-up.

Job Goal

One program feature that we explored in some detail was the job goal for the WIN client -- both in terms of such a goal having been established in the program and in terms of the client's feelings about the job goal. Our general hypothesis was that those clients who have a job goal (that they are comfortable with) would be more likely to be successful in the WIN Program than those clients without a job goal. Our reasoning was that a specific job goal forces the client to become goal-oriented, and reminds the person, regardless of what he or she may be doing in the WIN Program at a particular moment in time, that the ultimate objective for that person is a particular job.

The data on WIN I clients tended to confirm our hypothesis. Those clients, both male and female, who had specific job goals in the program were somewhat more likely to have successful outcomes than those clients without job goals. About 85% of the successful WIN I terminees had job goals, while 70% of the unsuccessful WIN terminees had job goals. Unlike WIN I clients, almost all WIN II participants had job goals -- about 96% of the total WIN II sample. We suspect this high percentage of WIN II clients with job goals reflects primarily the change in emphasis of the WIN I Program from training to job placement in WIN II.

To determine whether clients' attitudes toward their job goals influence employment status at WIN termination, we asked clients how they felt about their particular job goal. Although no statistically significant relationship was found between attitude toward the job goal and status at WIN termination for any sample group, successful WIN terminees were more likely than unsuccessful WIN terminees to really want their job goals. Thus, we conclude that neither the existence of a particular job goal nor a positive attitude toward that goal have particular bearing on successful WIN termination.

WIN I Orientation Experience

A formal period of orientation was used in WIN I to introduce the clients to the program and to convey information designed to help the client understand how to obtain and hold a job. In Ramsey County, the orientation program was organized as a series of classes that each client was supposed to attend as soon as they could be scheduled after entry into WIN. We wanted to determine the client's participation and evaluation of the orientation component, because it was a possible means of conveying useful information that could help clients to better understand WIN, and possibly help prepare for a job.

The majority of WIN I clients in our sample participated in orientation and females were more likely than men to have participated. Also, most clients who started orientation say they finished, possibly because it was a relatively short-term activity. We did not find a significant relationship between orientation and successful female termination status. Among the men, however, completed WIN orientation was positively associated with employment at WIN termination. Sixty-five percent of the men who completed WIN orientation were successfully terminated from WIN while only 43% of those who did not participate or complete orientation were employed at WIN termination.

The majority of WIN I clients who attended orientation indicated orientation was helpful, although women were more likely than men to say so. Since many of the WIN females did not have as extensive or recent a work history as men, the orientation program may have been better received by the women.

WIN II Counselors

Since formal WIN I orientation was dropped, WIN II counselors were responsible for performing the functions previously fulfilled through formal orientation. Counselors meet with WIN clients on an individual basis and convey information to help clients to better understand WIN and how to obtain and hold a job. About 91% of both males and females enrolled in WIN II reported they had met with the WIN counselor. Unlike formal WIN I orientation, men were more likely than women to say that the WIN counselor was helpful. Among both males and females, helpfulness of the WIN counselor was positively associated with employment at WIN termination, i.e., there was a higher probability of being successfully terminated from WIN for those clients who thought the WIN counselor was helpful than for those who did not think the WIN counselor was helpful.

Vocational and Adult Basic Education for WIN Clients

Two of the most heavily used components of the WIN Program were adult basic education and vocational education and training. Adult education was most often used to help a client with less than high school education obtain a Graduate Equivalency Degree (GED); sometimes adult education was also used to help a client brush up on rusty skills in math, English, etc. Vocational education or training usually was geared to equipping the client with specific job skills such as secretarial, beauty operator, auto mechanic, etc. While vocational education was designed to prepare the client directly for a job, adult basic education was often an intermediate step in a more elaborate program to make the client job-ready eventually. We consider vocational education first.

The rate of participation in vocational training was identical for females in both WIN I and WIN II sample groups--56% of the females indicated participation. A higher vocational education participation rate occurred among males enrolled in WIN II compared to WIN I males; while 40% of WIN II males reported receiving vocational education as part of the WIN Program, only 25% of WIN I males reported participation in vocational education.

Our data indicated that for the WIN I males, there was no strong relationship between vocational education and employment, either at termination from the WIN Program or at follow-up. For WIN I women, however, a strong positive association was revealed between vocational education and a successful WIN outcome as well as employment at follow-up. For the WIN I women who participated in vocational education, approximately two-thirds were employed at WIN termination as well as follow-up. It is interesting to note that while WIN I women who participated in vocational education were more likely to be employed at WIN termination and follow-up than those who did not participate, completion of the vocational education program played an even more important role in determining employment status. Of the 34% of WIN I women who completed vocational education training, 80% were successful upon WIN termination as well as follow-up compared to less than 50% for the group that participated but did not complete vocational training.

The relationship between vocational training and employment outcomes for the WIN II sample is not clear. There was no strong relationship between vocational education and employment status at termination from the program for either males or females. However, our data showed that vocational training was positively and significantly related to employment at follow-up for both men and women. Of the women who received vocational training 62% were employed at follow-up, while 67% of the men who received vocational education were employed at follow-up.

We conclude that vocational training increases the probability of employment among WIN clients although the results may not occur in the immediate short run. Also, completion of vocational education, predictably, seems to be somewhat more important than mere participation. The longer time frame of employment success related to vocational education is, perhaps, not surprising. The education, in itself, provides skills--but neither experience nor a specific job. Even with improved skills the WIN clients most likely need time to engage in a job search and/or gain the experience which eventually enhances the probability of employment for the group as a whole.

Adult basic education, in contrast to vocational education, did not appear to have had a favorable impact on WIN outcomes or follow-up status. No significant positive relationship was found between adult basic education and employment at WIN termination or follow-up for any sample group. On the other hand, adult basic education was negatively and significantly associated with employment outcomes for many groups. Clients participating in adult basic education classes were less likely to be employed than clients not receiving adult education.

We should consider the process that may be going on to place these findings in proper perspective. The clients who had better educational backgrounds were more likely to skip going into adult education and to move directly to vocational education or job placement, where entry into the labor force would take less time and, possibly, require less effort on the part of the client.

The clients who entered adult basic education may have been the least well equipped, educationally, and their inability to do well in employment may reflect this educational lack more than the fact of their participation in adult education. Hence, our findings may not reveal a negative influence of adult education but simply the inability of even this additional education to make a particularly unqualified group competitive in the job market.

Those clients who entered the WIN Program, and needed adult basic education, were not particularly successful at overcoming their deficiencies and becoming successfully employed. While adult education did serve as a successful bridge for some women, the data indicated that it is not likely to lead to successful employment in most cases.

Job Search and Placement of WIN Clients

When WIN clients are ready to enter the job market, they meet with employment counselors on a regular basis. During these sessions the employment counselors either set up job interviews for the clients with perspective employers or provide clients with a list of business firms to contact for employment. Job search and placement was more structured in WIN II than in the WIN I Program in that WIN II clients were required to meet with employment counselors on a regular basis as well as contact a required number of perspective employers.

In both WIN I and WIN II, a higher percentage of males than females reported having participated in the job search and placement aspect of the program. The reported participation rate in job search and placement by WIN II clients was double that of WIN I clients. Among females, a significant positive relationship was found between job search and placement participation and successful termination from both WIN I and WIN II. Females who indicated participation were more likely to terminate successfully from WIN than those who did not indicate participation. Among WIN I males, a similar positive and statistical relationship was found. Opposite results occurred among the WIN II males; males who did not participate in job search and placement were more likely to be successfully terminated from WIN II than those who did participate.

When clients were asked whether anyone from WIN tried to find a paying job for them, the results were similar to participation in job search and placement. Less than half of the WIN I men and women and WIN II women indicated that the WIN staff had assisted them in finding a job. These results support an underlying impression that emerges from our personal interviews with WIN clients. A great many of the WIN clients want to feel that whatever progress they have achieved has been largely on their own, with a minimum of help (or interference) from WIN.

Job Seeking Skills for WIN II Clients

A training program emphasizing job seeking techniques was available for WIN II participants. During the training sessions, clients were taught practical job seeking techniques such as filling out application forms, proper dress, and personal grooming habits. Proper interviewing techniques were taught by having the clients participate in simulated interviews which were video-taped and later critiqued by the counselors with the clients. The majority of both male and female WIN II clients did not report participating in job seeking skills training and no significant relationship was found between this training and termination status from WIN II.

KNOWLEDGE OF FINANCIAL INCENTIVES AND RELATED POLICIES

In this study we sought to measure not only the impact of WIN and related welfare policy components upon desired employment outcomes, but also the impact of correct knowledge and understanding of these program features by the WIN participants. Obviously, the best conceived of incentives can fail due to a lack of knowledge or understanding by the intended beneficiaries. Thus, we sought in this study to account for the impact of the WIN clients' understanding of the requirements, good and bad, and the opportunities of WIN and related AFDC program components.

WIN Program

Registration Requirements

It is interesting to note that, although registration for WIN I was completely voluntary, more than half of the male WIN I clients indicated they were legally required to be in the WIN Program. A major policy change of the WIN II Program was the requirement that all AFDC recipients (except those in exempt categories) register for WIN. Less than one-half of the WIN II females and approximately two-thirds of the males in WIN II indicated they were legally required to be in WIN II. About 90% of the total WIN II clients who indicated they were not legally required to be enrolled in WIN II reported they had volunteered to participate in the program. If the WIN II clients correctly understood the legality of WIN participation, the above findings imply that more than one-half of the WIN II females and one-third of the WIN II males were exempt from WIN registration but volunteered to participate anyway.

While no relationship was found among WIN II females between WIN registration requirements and employment at WIN termination, a significant positive relationship was found for the males. The employment rate of WIN II males who indicated WIN registration was not mandatory averaged 67% at termination compared to a 51% rate for those who indicated they were legally required to be in WIN II. Respondents who reported they were legally required to be in WIN I and WIN II were asked whether or not they would have volunteered to be in the WIN Program. With the exception of the WIN I males, 75% or more of this group indicated they would have volunteered to participate in WIN: among the WIN I males, 61% would have volunteered. No relationship was found between willingness to volunteer and employment status at WIN termination.

In summary, approximately 85% of both WIN II males and females either volunteered or would have volunteered to participate in the WIN Program. Evidentally, WIN clients viewed the program as a worthwhile endeavor. Of course, there may exist an implicit coercion, even if the respondent is reasonably well convinced that she or he is dealing with an independent and confidential research group, to answer questions in a manner which would be acceptable to WIN and welfare contacts with whom the respondent must deal.

Sanctions for Refusal to Participate in WIN and Financial Incentives of the WIN Program

There was general confusion among both WIN I and WIN II clients about sanctions for refusing to cooperate with or to participate in the WIN Program. While AFDC recipients were required to participate in WIN II but not in WIN I, a higher percentage of WIN II clients than WIN I clients indicated nothing would happen to them if they either dropped out of WIN or did not cooperate with the program. But neither this reaction nor any other relates significantly to WIN termination outcomes. Indeed, more successful than unsuccessful clients often saw less potential for penalty due to any lack of cooperation.

The WIN Program provides clients with an inducement to prepare for work. People in training or certain other WIN activities receive a payment of $30 per month in addition to their regular assistance checks. In addition, WIN paid clients up to $40 per month for expenses such as transportation and lunches. This participation allowance should encourage clients to stay in the WIN Program in order to increase their income and, therefore, be able to satisfy more of their material needs. If participation in WIN activities or WIN completion is a positive factor in employment outcomes then indirectly, by encouraging participation in WIN, the participation allowance should be a positive factor in employment outcomes. In order to measure the impact of this monetary incentive on employment outcomes, WIN II clients were questioned concerning their understanding of and satisfaction with the participation and expense allowances.

The findings showed that 86% of the females and 80% of the males participated in a WIN activity for which they received payment; however, participation in a WIN paying activity was not associated with WIN termination employment status. About two-thirds of all WIN II recipients, both those who participated in WIN paying activities as well as those who had not, were satisfied with the amount of payment, while one-third of the total WIN II sample indicated payments were too low.

When all WIN II clients were asked whether they would be willing to participate in WIN paying activities if they didn't receive payments, approximately three-fifths of the females and two-thirds of the males responded "Yes". Similar results were found among the groups of clients that had actually participated in WIN paying activities. Among the males, those who indicated that they would be willing to participate in WIN activities without financial inducement were more likely to be successfully terminated from WIN than those who indicated they would not have been willing to participate in WIN activities without financial reward. A similar statistically significant relationship was not found among WIN II females.

These results suggest that factors other than the immediate financial incentive cause the majority of WIN II clients to participate in WIN paying activities.

Only one-half of the total WIN II participants realized that there were penalties for being absent from the WIN Program without an excuse. Of this group, approximately two-thirds correctly understood that their WIN expense checks would be reduced. This knowledge did not significantly relate to employment success.

AFDC Program (Non-WIN)

Income Disregard

The major financial incentives available to AFDC clients who work are the "$30 + 1/3" income disregard and the allowance of work expenses.* We have attempted to measure the extent of knowledge among WIN clients about these aspects of work and welfare. We found that the great majority of women had a general awareness of the possibility of working and still receiving welfare, 97% of the WIN I females and 92% of the WIN II females. Both WIN I and WIN II clients, however, were sometimes confused about the specifics of how work and welfare can be intermixed.

About one-third of the female respondents either didn't know or thought that a friend on AFDC making $100 per month would not have more money to spend, i.e., earnings plus AFDC grant, than before she went to work. However, when a brief statement of the income disregard plan was read to them, about 80% of the respondents said they knew about the plan.

**The $30 + 1/3 income disregard policy is designed to encourage AFDC recipients to work by providing a mechanism by which the first $30 of monthly income plus 1/3 of the remainder is not taken into account in determining the amount of the AFDC benefit check. Reasonable work expenses are also disregarded. While this policy is not limited to WIN participants, an understanding of the provisions, if the policy is effective, should have an important impact on employment behavior.*

This is about the same percentage who knew of the availability of various work expense allowances. Reimbursement for child care for those who worked was known by 97% of the respondents, and was easily the most recognized work expense item to encourage AFDC mothers to work. But, knowledge of the income disregard and work expense features was not significantly related to the WIN termination status, according to our findings.

One of the interesting findings of this study, which supports information we ascertained in discussion with case workers during this study as well as other projects concerning AFDC recipients, was that the majority of AFDC recipients were not aware of the "$30 + 1/3" income disregard before they entered the WIN Program. When we asked the client how they heard about the income disregard, more than one-half of female WIN clients reported they had first learned about it in the WIN Program. Since the basic premise of the income disregard is to increase the employment of all AFDC recipients by making work more profitable than welfare alone, communication of information about the disregard to the entire AFDC population, apparently, could be improved.

When asked whether the income disregard plan had caused recipients to work more hours or seek more training or jobs, 57% of the females said "No". For WIN II females, a strong negative relationship was found between the effect of the disregard on work behavior and employment status at both WIN termination and follow-up. Females who indicated that the income disregard plan had affected their work behavior were less likely to be employed at WIN termination or follow-up than those who indicated the income disregard had not affected their work behavior.

For WIN I females, on the other hand, the income disregard positively affected employment at follow-up; 76% of the females who indicated that the income disregard had influenced their work behavior were employed at follow-up compared to 47% for those who reported the disregard did not influence their work behavior.

Generally, about three-fourths of WIN I and WIN II females reported that the income disregard would cause more AFDC clients to work. Among WIN I females, this response was positively and significantly related to both WIN and follow-up employment. Clients who indicated the disregard plan would cause more AFDC clients to work were more likely to be successfully terminated from WIN and employed at follow-up than those who responded in the negative to this question. When asked whether the income disregard plan has made work more appealing to the recipient, about two-thirds of the WIN I and WIN II females responded in the affirmative; however, no relationship was found between this response and employment outcomes, either at WIN termination or follow-up.

Failure of the income disregard policy to impact substantially on the employment outcomes of WIN recipients is not surprising. Previous research designed to study the effects of the "$30 + 1/3" policy on AFDC employment has concluded that implementation of the income disregard policy did not result in substantial increases in the employment rates of AFDC mothers.*

When given an opportunity, the majority of women who commented on the income disregard plan thought they were allowed too little of their work income. In addition, some of the respondents felt that work expense allowances were not liberal enough, and that it was bad practice to raise the food stamp prices when income went up. There was also a sizable number of women who felt the whole plan was complicated and involved too much red tape to be very useful to anyone.

As is well known, the income disregard does not apply to men, except when they work part-time (100 hours or less per month). We found that about 70% of the male respondents in both WIN I and

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**See Gary Appel, Effects of a Financial Incentive on AFDC Employment: Michigan's Experience between 1969 and 1970. Minneapolis ISS (now InterStudy) 1972. Impact of the Income Disregard, InterStudy Welfare Policy Division, 1975. Subsequent phases of this study are in progress.*

WIN II knew that it was possible under some circumstances for a man to work and still receive AFDC payments. Almost no men knew how many hours per month it was permissable to work before being judged ineligible for AFDC, however. Furthermore, when read a simple statement of the hundren-hour maximum work rule, which applies in Minnesota and other states, to ascertain if WIN males were aware of it, only one-third of the WIN I and WIN II males knew about the rule. About one-half of the WIN I and WIN II males were aware that the first $30 of earned income would not change the size of a man's AFDC check if he works less than 100 hours per month.

In summary, both WIN I and WIN II males were aware of the possibility of working and receiving welfare simultaneously and had a general understanding of the income disregard. However, they lacked specific knowledge of the hundred-hour maximum work rule; they understood that a man could continue to receive AFDC if he was working on a part-time basis, but not on a full-time basis, but they were not aware that the cut-off point was 100 hours per month. Given their lack of specific knowledge, it is not surprising that over 96% of the WIN I males and 91% of the WIN II males said that their work behavior had not been affected by the income disregard provision or the hundred-hour maximum work rule.

Given an opportunity to comment on the hundred-hour maximum work rule, several men said it did not provide an incentive to work; some suggested the plan for men should be based on income and not on hours worked. On the other hand, a few men indicated the regulation is a good one in their opinion because it encourages people to go off welfare.

NON-MONETARY AND ATTITUDINAL VARIABLES

One of the unique aspects of our study was the inclusion of a number of non-monetary aspects of the market work, home work, or leisure choice that WIN clients must resolve for themselves. We were studying as reported earlier, the WIN Program components, such as the income disregard, adult education, vocational training, etc., that one can associate directly with employment behavior and WIN success or failure. But, we added to these items another dimension which was aimed at finding out how individuals in the WIN Program, or those who have completed the program, perceive or react to various non-monetary aspects of the employment or market work choice, and how they perceived or reacted to welfare-WIN systems that they were participating in.

Our general hypothesis is the greater the expected fulfillment of non-monetary needs from market work, the more successful will be the employment outcome. In terms of an economic model framework, we examined components of the "taste for market work."

We realize that the WIN Program is not specifically focused on changing or impacting upon these non-monetary factors. The program may very well be influencing some of these through counseling, information dissemination, format planning, and other services. Certainly, to isolate the impact of the WIN Program itself, it seems important to understand as much as possible about those non-monetary attitudinal variables regarding work and WIN which influence employment decisions. Our objective was to first determine what measurable non-monetary dimensions were associated with market work outcomes. In our multi-variate analysis we addressed the relative impact of these variables vis-a-vis personal characteristics and WIN experience.

In order to structure our analysis, we grouped a series of measureable variables into two general concepts:*

1. Expected job satisfaction
2. Client's self-confidence about getting a job.

Our hypothesis is that the greater the expected job satisfaction and the greater the self-confidence about getting a job, the greater the probability of employment for the client. In our personal interviews, we measured various dimensions of these two concepts by using a sequence of questions that required a considerable amount of scaling as a part of the data analysis,** Since this aspect of our study is somewhat unique, we attempt to explain some aspects of our measurement process in the course of presenting our substantive results.

Expected Job Satisfaction

As components of expected job satisfaction we have estimated measures of perceived job satisfaciton itself, attitudes towards work, perceived hassles of work, willingness to overcome the hassles of work, interference of work with other roles, attitudes toward welfare, and behavior and perceived attitudes of others (including family and friends) toward welfare.

Job Satisfaction

A scale developed to measure job satisfaction in the specific context of current and past WIN participation was used in this project. All of the items in the scale were combined into

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Our conceptual and empirical framework, in the Appendix, spells out these variables and relationships in more detail.

***Our approach has been to first generate a total scale to measure the dimension of concern. We then divided this total scale into a high, middle, and low range. This allowed us to assign clients into one of these ranges for some of our data analysis. For other analysis, we used the exact scale value for the client, rather than one of the three summary values.*

a single index. The job satisfaction scales include the following items: ability utilization, achievement, activity, advancement, authority, comparative compensation, creativity, recognition, responsibility, security, variety, working conditions, the chance to earn enough money to get off welfare, and the chance to earn more than one gets from just being on welfare.

An aggregate index was developed to measure the job satisfaction of clients while they were enrolled in the WIN Program. Measures of satisfaction based on past, WIN and expected WIN jobs were included in the composite scale, depending upon the client's particular employment status. For clients who had been employed on a WIN job prior to the interview, job satisfaction pertained to the WIN job. If clients had not been employed on a WIN job prior to the interview, job satisfaction was based on the job prior to entry, if they had a job prior to entry. For the remaining WIN clients, job satisfaction measure was expected WIN job satisfaction.

We hypothesized that people with high job satisfaction scores would be more likely to terminate successfully from WIN or be employed at follow-up than those with low job satisfaction scores. Job satisfaction was positively related to employment status at termination and follow-up for WIN I females as well as employment status at follow-up for WIN I males. Clients in these groups who had high job satisfaction scores were more likely to be employed than those with lower scores on the job satisfaction scale. For other groups and other points of measurement, job satisfaction was not significantly related to employment outcome, and the average job satisfaction scores did not differ significantly between the employed and not employed clients. A greater percentage of total males than females from both WIN programs scored high on job satisfaction.

In considering these findings, it is important to note that economic conditions varied between the periods the WIN I and WIN II clients entered the labor market. WIN II clients faced higher unemployment rates than the WIN I clients. Perhaps, this explains why job satisfaction is not significantly related to employment outcomes for the WIN II group. We conclude, therefore, that in the absence of adverse labor market conditions, people with higher job satisfaction are more likely to be employed in the future.

Attitudes Toward Work

Two scales were developed to measure client's attitude toward work: a work ethic scale, and a scale measuring the perceived benefits of work to other family members. The WIN participant brings with him a set of notions about the morality and worth of working in general. Psychological theory suggests if the client thinks that work is a "good" thing, he will be most comfortable with himself if he behaves in accordance with his values. Thus, we hypothesized that clients with more positive attitudes toward work were more likely to have favorable employment outcomes.

We first discuss work ethic. One item included in our work ethic scale was the question: "All things considered, do you think it is worthwhile for you to work?" Eighty-eight percent of all respondents answered yes to this question. Proportionately, more males (94%) than females (83%) responded positively to this question. The relationship of this question to the outcome variable, employment status at follow-up, is highly significant for males and females in both WIN I and WIN II. Respondents employed at follow-up were much more likely to answer yes to this question than those not employed at follow-up. It is also significantly related to WIN termination for WIN I and WIN II females. Those terminated successfully were more likely to respond positively to this question than the unsuccessful

WIN terminees. Male termination from WIN I and WIN II is not significantly associated with the response of this question.

Another item incorporated into the work ethic scale was the question: "If you had enough money to meet your needs without working, would you: work full-time at something you enjoyed; work part-time at something you enjoyed; or, not work at all?" Ninety-one percent of the total female respondents and 95% of the total male respondents said they would work either full-time or part-time. If a person was either unsuccessfully terminated from WIN or was unemployed or not-employed at follow-up, they were more likely to respond "not work at all."

The previously mentioned questions and two others measuring worth of work were combined as a measure of work ethic. We hypothesized that the stronger a client's work ethic, the greater the probability of employment. The findings suggest that work ethic is positively related to employment at WIN termination for females and males in both WIN Programs. Clients with high work ethic are more likely to be successfully terminated from WIN. With the exception of WIN I females, work ethic is not associated with the employment at follow-up.

The "perceived benefits to family" scale included items asking whether the respondents agreed or disagreed with the idea that family members derive benefits from the employment and earnings of the client. Less than one-fourth of the total WIN population agreed that family members receive benefits from the client's employment while over 50% of the WIN clients did not believe that members of the family receive any benefits from their working. No positive association was indicated between perceived benefits of working and employment outcomes for any group.

A general conclusion seems justified that while most of our sample (and especially successful WIN clients) have an ethical concept that work is worthwhile, work is not necessarily accompanied by any perceived (and, presumably, material) benefits to the family to be derived from that activity. And, indeed, many unsuccessful clients were in substantial agreement.

Willingness to Overcome Barriers/Hassles to Employment

To determine client's willingness to overcome barriers and hassles associated with employment, we asked how many "hassles" would be tolerated in regard to travel time, pay levels, bosses, new lines of work, steadiness of job, uninteresting work, and the need to get additional training. People showing more willingness to overcome the hassles of work were rated high on the scale. Willingness to overcome hassles of work was not significantly related to WIN termination for any group, although the direction of association was expected: clients more willing to overcome hassles were more likely to be employed at termination than those less willing. A positive and significant relationship was found between willingness to overcome barriers and employment at follow-up for both WIN I females and males. Forty-three percent of all males scored in the high category in willingness to overcome barriers scale compared to only 20% of all females.

Successful clients expressed somewhat more willingness to overcome employment-related problems. The distinctions were usually higher at follow-up, perhaps indicating the importance to employment of this willingness over the long run.

We also inquired of the WIN II sample as to the specific problems they had with work. While 24% of all females and 57% of all male respondents reported that working caused them no problems, the problems acknowledged by the remainder differed between females and males as well as successful and unsuccessful groups. The most frequently mentioned problems of females were those involving their families, particularly their children. The major problem seen by unsuccessfully terminated females was child care, while successfully terminated females indicated that they did not have enough time for their children or for family life. Males, on the other hand, perceived working conditions and transportation as their main problems.

One other potential problem facing a parent entering the labor market was child care. As noted earlier, this was one of the problems of working frequently mentioned by females. We, therefore, asked WIN II clients at the follow-up interview if they felt they had a problem with child care and what they considered were their biggest problems. Fifty-six percent of all females felt that child care presented a problem for them. A higher percentage of successfully terminated females (49%) reported that they had no problem with child care than females who had terminated unsuccessfully from WIN (39%). Fifty-eight percent of all females employed at termination did not feel they had child care problems while only 29% of those unemployed at follow-up reported that they had no child care problems. This difference was statistically significant. The problem most often mentioned by all of the females in our sample groups was that there was no good child care available. Three other problems (mentioned equally often) seem to be the other major child care problems perceived by females in our sample. They were: won't take sick children; arrangements aren't flexible for special hours; and lack of care or supervision for after school hours. As expected, far more males (83%) did not think that they had a problem with child care. Of those who believed they did, however, the problem mentioned most frequently was that there was no good child care available.

Perceived Interference of Work with Other Roles

We hypothesized that the less work is seen as interfering with non-market activities, including the roles of parents, homemaker, citizen, friend, etc., the greater the probability of employment success. Therefore, a scale was designed to measure client's perception of the extent to which work interferes with these other roles. As measured in this study, perceived interference of work with other roles was not significantly associated with employment status at either WIN termination or follow-up for any sample group.

The average score for this scale did not vary significantly between clients employed and not employed except for one sample group -- WIN I males employed at follow-up felt work was less interfering than those not employed at follow-up and the difference was statistically significant.

It is interesting to note that a far greater percentage of males (28% for WIN I and 35% for WIN II) had scores falling in the category of low perceived interference of work than females (8% for WIN I and 2% for WIN II.) Conversely, a larger percentage of females (34% for WIN I and 54% for WIN II) were rated with higher perceived interference scores than males (5% for WIN I and 1% for WIN II.)

This finding may primarily reflect the fact that females in our sample groups were found in one-parent families while males in our sample group were usually in two-parent families and, therefore, had the responsibilities of parenting and homemaking shared by two people. This may also be due to the traditional idea of male-female roles, where a female is primarily responsible for the home and children while a male's primary responsibility is to his work.

Attitudes Toward Welfare Program

A number of questions were asked to measure WIN clients' attitudes towards the welfare program, including items measuring dissatisfaction with welfare, tolerance of welfare abuse, and availability of welfare. Items measuring dissatisfaction were asked only of the respondents who answered yes to the question "Do you think there are serious problems with the welfare system?" Seventy-four percent of all respondents felt that there were serious problems. Included in the dissatisfaction with welfare scale were items dealing with the flat grant system, amount of grant, feelings about social workers, etc.

Although we hypothesized that the greater the dissatisfaction with welfare the greater the probability of a favorable employment outcome, this was not the case. In fact, clients not employed were generally more dissatisfied with welfare than employed clients.

WIN II respondents were asked whether they would criticize people who violated five different welfare regulations. These items were combined into a scale measuring tolerance of welfare abuse and the respondents were divided into low, moderate, and high levels of tolerance. We found that there was essentially no relationship between levels of tolerance and outcomes. More than 50% of all respondents reported that they would criticize people who violated four of the five regulations. The one most of the people would not criticize was "Would you criticize people who participate in a sit-in to get higher welfare payments?"

A scale was created to measure feelings about situations in which welfare should or should not be made available. We expected to find that the more generally available respondents felt welfare should be, the lower the probability of a favorable WIN or employment outcome. However, no significant positive relationships were revealed between availability of welfare and employment outcomes. It is interesting to note that over 75% of all respondents felt welfare should be available in two of the given situations: if there are a lot of children and the parents cannot support them adequately; and, if there is one parent (female) and she feels that the mother's role is in the home. For the other three situations, less than 50% of the respondents felt that welfare should be made available.

Perhaps these results are not totally surprising. Those persons most dissatisfied with their lives may be more likely to be dissatisfied with any and all of the options on the work and/or welfare continuum. Possibly, the greater experience of the unemployed with the welfare program affects their level of dissatisfaction with it. However, since such a large percentage of all WIN clients feel dissatisfaction with welfare, we do not consider this variable to be a good predictor of employment outcomes.

Attitudes of Others Regarding Welfare and Work

We hypothesized that a person's likelihood of seeking employment would be influenced by the attitudes and behavior of acquaintences and associates regarding welfare and working. Therefore, we asked the client the extent to which he felt uncomfortable or embarrassed in the presence of friends or relatives who were not on welfare, the extent to which he thinks people in the community are hostile to welfare recipients, whether his children have ever been teased or discriminated against because of being on welfare, whether or not his family and friends are on welfare or working, how often he sees these friends and relatives, and how much he values their opinions.

In sum, while we expected that uncomfortable or embarrassed feelings regarding being on welfare would work as an incentive toward employment, our data did not support this contention consistently. WIN I respondents who felt that people in the community were hostile to welfare recipients were significantly more likely to have been successful terminees from WIN. But, the WIN termination of WIN II clients was not influenced by community feelings toward welfare recipients. The response to this item related to employment status at follow-up for only one sample group -- WIN II females -- who perceived the community as hostile to welfare recipients and were more likely to be employed.

Feelings of the client in the presence of friends and relatives who were not on welfare did not differentiate between employment outcomes at either WIN termination or follow-up for seven of our eight sample groups. WIN II males who said they were always or often embarrassed or uncomfortable had a higher probability of being employed at follow-up than clients who responded otherwise. Approximately two-thirds of the total WIN clients in our sample reported that they always or often felt embarrassed or uncomfortable when they were with people who were not on the welfare rolls.

When the respondents were asked whether their children had ever been teased or discriminated against because their family was on welfare, over 85% of all respondents indicated that this had been the case. However, employment outcomes were not significantly related to children being teased or discriminated against except for the WIN II males. WIN II males who reported their children had been discriminated against because their family was on welfare were more likely to be employed at follow-up.

A composite index measuring the perceived stigma of being on welfare was developed by incorporating the questions pertaining to embarrassment of the client in the presence of friends or relatives who were not on welfare, community hostility toward welfare recipients, and discrimination toward the clients' children because of their family being on welfare. We expected that the higher the perceived stigma of welfare, the more likely clients were to become employed.

Our findings did not support our hypothesis in any of our sample groups. In fact, in most of our sample groups, employed clients averaged a lower degree of perceived stigma of being on welfare than those who were not employed, although the differences between the groups were not statistically significant.

Theory suggests that familial and peer group influences play an important role in attitudinal formation. Therefore, we developed a scale to measure the strength and direction of influence by family and friends towards working and welfare. Low scores on the scale imply a weak influence towards welfare and strong influence towards work, while high scores indicate a strong influence towards welfare and a weak influence towards work.

We expected that clients with lower scores on the scale were more likely to have favorable employment outcomes than those with higher scores. The results supported our expectations for only one sample group: WIN I females with low scores were more likely to be employed at follow-up than those with moderate or high scores. In seven our of eight of our sample groups, employed clients averaged a lower score on this scale than those who were not employed and in the majority of cases, the differences between the employed and not employed groups were statistically significant.

Self-Confidence Relative to Getting a Job

In general, we hypothesized that the more a client viewed himself as a competent worker who could get a job and achieve desired rewards through his own efforts, the greater his taste for market work and the more likely he would be to choose market work. The measurement of "self-confidence" is difficult. Our approach to this measurement task used a number of components or indicators of self-confidence.

One such component was an index of personal efficacy. We asked the client about his experiences in being able to control rewards by his own actions.

Expressed job interview anxiety is a second indicator of self-confidence. We asked the client how nervous he usually was before a job interview and while he was awaiting the results of that interview.

A third component of self-confidence was the client's expressed confidence in his ability to perform well in WIN. We asked the client how he thought his performance would compare with that of others in WIN, and we also asked the client how confident he was about his abilities to complete WIN. We expected that answers expressing confidence in one's abilities and progress in WIN would be positively related to employment outcomes.

Finally, we tested our clients regarding their future expectations, asking whether they expected to be employed or unemployed and on or off AFDC one year hence. We hypothesized that positive expectations about the future reflected self-confidence, or vice versa, and were interested in measuring this relationship.

Our first measures of self-confidence (relative to getting a job and personal efficacy) correlated with employment outcomes for WIN I clients, i.e., higher measured levels of self-confidence indicated greater probabilities of successful employment at termination from WIN and at follow-up. For WIN II clients, however, our measures of self-confidence (relative to getting a job and personal efficacy) were not significantly related to subsequent employment outcomes. The unique environment of an unusual increase in unemployment rates in early 1975, during the period of the follow-up interviews of the WIN II clients, once again, could influence the employment outcomes of this group; and, hence, our measurement of the impact of the various items on WIN II participants.

Positive expectations of future employment and of the prospect of leaving the AFDC rolls was significantly related to employment outcomes for all WIN I and WIN II groups. To the extent these positive prospects were indicators of self-confidence, and possibly vice versa, they appeared to be good predictors of future employment success.

In sum, amid somewhat mixed findings, we concluded that self-confidence was positively associated with successful employment outcomes in the absence of adverse labor market conditions. This conclusion was reinforced to the extent that positive job and self-sufficiency expectations were reflections of self-confidence.

Self-Confidence Measures

We found that self-confidence relative to the WIN II Program was related to employment at follow-up for both males and females, and was strongly related to successful completion of WIN for males. There was no self-confidence scale relative to WIN for WIN I clients since they had completed the WIN Program prior to our interview. Our results indicated that our measure of personal efficacy was related to successful outcomes for WIN I clients with those clients who score higher in personal efficacy having a greater probability of WIN success. There appeared to be no relationship, however, between personal efficacy and employment outcomes for WIN II clients.

A measure of overall self-confidence includes the measures of personal efficacy and WIN confidence plus the question: "If the kind of work you prefer were available, what do you think your chances are of getting a job?" We found that overall self-confidence was positively related to employment at WIN termination and follow-up for both WIN I males and females; clients with high levels of self-confidence were more likely to have favorable employment outcomes than clients with low self-confidence. Although self-confidence was not consistently associated with employment for WIN II clients, the self-confidence average score for employed WIN II clients was higher than the average for those not employed.

Our results indicated that the job interview anxiety scale was not significantly related to employment outcomes at follow-up or WIN termination for any sample group. Our hypothesis that employment outcomes would be inhibited by job interview anxiety, thus, appears to be disproven.

Expectations

Another measure of self-confidence was a person's expectations regarding labor force and welfare status in the future. In order to find out what the respondent's expectations regarding the future were, we asked the following questions: "Which of the following do you feel you will most likely be doing one year from now: employed full-time, employed part-time, be in training, school, or be unemployed?"; and, "Which do you think is more likely, that you will or will not be receiving an AFDC check at this time next year?" We expected that those people exhibiting a high degree of self-confidence (i.e., those who expected to be employed and/or not receiving AFDC payments in the future) would have a higher probability of successful employment outcomes, and leaving AFDC, than those with lesser expectations. Our results confirmed these hypotheses.

In all groups, there was a highly significant relationship between expected labor force status and WIN and follow-up outcomes. Those respondents who expected to be employed had a far greater probability of positive outcomes than those not expecting to be employed. Perhaps the most significant findings in terms of predicting future employment probabilities are the results of WIN II clients' responses at the first interview in relationship to their actual employment status one year later. Approximately 60% of the WIN II males and females who said they would be employed actually were employed at follow-up and this relationship was statistically significant.

Expectations regarding welfare were also significantly related to employment outcomes. Those respondents who believed that they would not be receiving AFDC in a year were more likely to be employed at follow-up than those who felt they would still be on AFDC. Another interesting result of our analysis is the relationship between expected AFDC status for WIN II people ascertained at the first interview and their actual AFDC status at follow-up. Seventy-three percent of the males who thought they would not be receiving AFDC a year from now actually were not on AFDC at follow-up. For female respondents 96% of those who believed they would be receiving AFDC were still on AFDC.

One proviso in interpreting this data is that WIN clients may be good predictors of their own futures through a straightforward understanding of their current circumstances, past experiences, etc. But we feel justified in concluding, due to the consistent positive significance of expectations as predictors, that expectations are good indicators of subsequent employment and AFDC outcomes.

FOLLOW-UP OUTCOMES: EMPLOYMENT EARNINGS AND AFDC STATUS AS RELATED TO WIN TERMINATION STATUS

In this section, we present outcome measures of WIN recipients at follow-up, such as employment status, labor force status, earnings levels, AFDC status, and occupational categories, in relation to WIN termination status. Our findings indicated that the WIN success group was more likely at follow-up to: be employed; be in the labor force, either employed or looking for work; have higher earnings level than the employed unsuccessful group; and to be off AFDC assistance.

One proviso must be stated at this point. While the trends we report in this section are important to understanding AFDC employment behavior and the impact of the WIN Program, caution must be used in the inference of a cause and effect relationships, i.e., employment at termination related positively with employment at follow-up, but that fact in itself does not necessarily mean that a casual relationship exists between the two events. Rather, an underlying set of characteristics, attitudes, experiences, and abilities most likely contribute significantly to the probability of employment at both points in time. In this section we point out possible explanations or causes of subsequent events -- such as the practical advantage of having a job at WIN termination, in contrast to having to find one. But, the fact of employment, or success, at termination did bear a positive relationship to future employment success at follow-up. And, we attempted to analyze the possible reasons for this relationship -- as summarized at the beginning of this report.

Employment and Labor Force Status

The successful, unsuccessful sampling breakdown represents those persons who were employed or not employed, respectively, at the time of their termination from the WIN Program. In the follow-up interview, we ascertained both the employment status and labor force status of the former WIN clients. Thus, it was possible for us to compare the employment status at WIN termination with employment and labor force status at follow-up. This analysis shows that WIN clients who were employed at termination were more likely to be in the labor force and employed at our follow-up than those clients not employed at WIN termination.

This significant relationship between success at WIN termination and employment at follow-up occurred among females and males in both WIN samples. For the WIN I clients, our results indicated that 194 of 313 former WIN clients were employed. This represents a substantial 15% increase in the number employed, from 168 at WIN termination (the successful group,) to the 194 employed at follow-up. Thus, the employment rate of our combined male-female WIN I sample rose from 54% at WIN termination to 62% of our follow-up. For the WIN I males, this represents an 11 percentage point increase from the 56% employment rate at WIN termination (87 male successes) to a 67% employment rate at follow-up (103 males employed.) Our data indicate that 183 of the 342 WIN II clients were employed at follow-up compared to 187 at WIN termination. While this represents a decrease of one percentage point in the number employed, the Minneapolis-St. Paul SMSA experienced very high unemployment rates in the first quarter of 1975 when the follow-up interviews of WIN II clients took place. The unemployment rate for the first quarter of 1975 averaged 6.8% compared to 4.8% for the first quarter of 1974. This implies that the one percentage point decrease in the employment rate of the WIN II clients between termination and follow-up was less than the two percentage point decrease in the employment rate experienced in the Minneapolis-St. Paul area for the same time period. Therefore, the adverse labor market conditions may explain the small decrease that occurred in the WIN II employment rate between the WIN II termination and follow-up.

In addition, at follow-up a total of 125 females and 53 males in the combined WIN I and WIN II samples were classified as not being in the labor force (not employed and not looking for work) in the technical definition of the Department of Labor. Again the unsuccessful WIN terminees were most likely to be out of the labor force at follow-up; of those not employed and not looking for work, 81% of the females and 62% of the males were unsuccessful WIN terminees.

Another very important fact emerges from our data. Approximately one-half of the successful male and female WIN I clients who were employed at follow-up interview, which occurred two to four years after WIN termination, were still employed on the WIN job. Among the WIN II clients, 73% of the females and 80% of the males employed one year after successful WIN termination remained employed on their WIN jobs.

This result most likely reveals an important practical "advantage" the successful WIN clients have. They simply have to hold on to WIN jobs obtained at WIN termination, while the unsuccessful clients have to find a job. Of course, the data show that some of the WIN population is capable of finding employment on its own.

In addition, we note that the percent of unsuccessful WIN terminees not employed since leaving WIN is greater than the percent of successful WIN terminees not employed since terminating from their WIN jobs for men and women in both WIN I and WIN II. Also, female WIN clients, both successful and unsuccessful, are less likely to find a job on their own since leaving WIN and therefore, be unemployed at follow-up than male WIN clients.

Prior WIN Work History

Past research has indicated that employment history prior to entry into WIN is a major indicator of later employment success. As noted above, this is not surprising, since work history incorporates many other factors that are important in explaining employment, such as the client's taste for market work, skills and experience, etc.

Our data revealed that among women in both WIN Programs, previous work history was positively related to success at WIN termination. Thirty-one percent of the total female WIN clients reported that they had never previously been employed. Of the females who had worked prior to entry, the work history of WIN I females was more recent than that of WIN II females: 56% of the WIN I females reported being employed in the three year period prior to WIN compared to only 42% of the WIN II females. In both WIN Programs, the employment rate at termination averaged 40% for females with no previous work experience compared to 57% for those who had been employed prior to WIN entry.

It is interesting to note that WIN I females who had previous WIN experience, but not in the three year period prior to WIN, were more likely to be successful at WIN termination than those who had worked in the three years prior to WIN entry. This finding may reveal the fact that the intensive emphasis on training which was a feature in WIN I enabled these females to overcome the deficiency in their lack of recent work experience.

No significant relationship was revealed between prior job experience and employment status at WIN termination for males. This is not surprising in view of the fact that 84% of the WIN I males and 90% of the WIN II males were employed in the three year period prior to WIN intake.

The positive correlation between prior work and employment status at WIN termination added another facet to the "advantage" that the successful WIN clients had. The work experience obtained by the successful WIN terminees increased their likelihood of being employed at follow-up or in the future. Again the extent of the cause and effect relationship was difficult to measure or determine.

Earnings Levels

This section presents changes in the level of average monthly gross earnings which occurred between the three year period prior to entry into WIN and the follow-up period after WIN termination.

Of the 72 WIN I females with known earnings levels prior to WIN intake, 30 were not employed at follow-up. Six of the remaining 42 reported decreased earnings; four remained at the same earnings level; and 32 had increases which placed them in an earnings interval at least one higher than previously.

Of the 100 WIN I males with known earnings levels prior to entry, 31 did not have a job at follow-up. For the remainder, earnings at follow-up decreased for 8 recipients, remained the same for 17 recipients, and increased for 44 of the males in WIN I.

Caution is urged in interpreting the large number of WIN I recipients who showed increased earnings levels. Since follow-up interviews for the WIN I sample were conducted 2 to 4 years after WIN termination, the time span between a job in the three year period prior to entry and follow-up interview could be as much as seven years. Earnings figures are in nominal dollars and wages rose considerably during this period because of inflation.

Due to a shorter maximum time interval between three years prior to WIN entry and follow-up (four years maximum), it is not surprising that fewer WIN II clients showed increased earnings levels. Twenty-nine of the 72 WIN II females with known earnings levels prior to intake were not employed at follow-up: 24% (17) indicated decreases in earnings which placed them in lower earnings levels; 6% (4) remained in the same earnings interval, while 31% (22) had higher earnings levels. Of the 113 WIN II males with known earnings levels prior to entry into the WIN program, 41% (46) were not employed at follow-up; 25% (28) had earnings levels which placed them in a lower $50 earnings interval; 11% (12) remained in the same earnings interval, and 24% (7) were in a higher $50 earnings interval.

Prior to WIN entry, WIN I females who terminated unsuccessfully from WIN averaged higher earnings than those who terminated successfully. At follow-up, however, employed successful WIN females averaged $585 compared to $410 for employed unsuccessful WIN terminees. Both successful and unsuccessful WIN I females had higher earnings, if employed at follow-up than prior to WIN entry: successful WIN terminees increased their earnings by approximately $253 compared to $65 for the unsuccessful WIN terminees.

Among the WIN I males, the successful clients averaged higher earnings than the unsuccessful clients both prior to WIN entry and at follow-up; however, the ratio of successful to unsuccessful earnings at follow-up increased. This implies that the relative increase in follow-up earnings of the employed successful group was greater than that for the employed unsuccessful group.

WIN II females experienced a $97 increase between the pre-WIN period and the follow-up which was larger, in both absolute and relative terms, than the $31 increase experienced by the employed unsuccessful WIN II clients.

While the earnings levels of employed successful male WIN II clients increased by a minimal amount in the follow-up period, the earnings of unsuccessful WIN II males actually decreased in the follow-up period.

In summary, successful WIN terminees appear to have higher earnings capability than unsuccessful WIN terminees. Whether this is due to WIN increasing the client's potential wage rate through training and education, or providing them with assistance and incentives to obtain and remain employed, and thereby increase their work experience and thus their potential wage rate, or to factors unrelated to WIN, is not certain. Whatever the reason or reasons, success from the WIN Program has a significant and positive impact on the earnings ability of WIN clients. Nevertheless, this finding has implications for welfare policy makers. By increasing the earnings levels of AFDC recipients, a larger proportion of welfare clients will be able to work their way off the welfare rolls. In addition, for those cases remaining on welfare, a welfare savings will accrue to the taxpayer since a proportion of the increased earnings will be deducted from the grant payment and AFDC payments will be reduced. These conclusions are borne out by the findings in the remaining discussion of transitions on AFDC status.

AFDC Status

In order to get into the WIN Program, and to stay in the program, a client must be an AFDC recipient. We checked to see how many of our sample were still receiving AFDC at follow-up. Three hundred fifty of the total sample of 655 were not on AFDC on follow-up, which represents a substantial reduction in the number of AFDC recipients. In addition, women who were successfully terminated from the WIN Program were more than twice as likely to be off AFDC at follow-up than females who were unsuccessful in the WIN Program. At follow-up, more than two-thirds of the unsuccessful WIN I female terminees were still on AFDC, compared to two-fifths of the successful female WIN I terminees.

For the WIN I males, we found that only 29 of the original 154 in our sample were still receiving AFDC at the time of our follow-up interview. However, 21 of these 29 still receiving AFDC were among the unsuccessful WIN terminees.

Of the females in the WIN II Program, 51 of the 197 were not receiving AFDC at the second interview. This means that within a time period of one year after WIN termination, approximately 26% of the original total of WIN II females were off the welfare rolls. In addition, successful WIN II females were more than three times as likely to be off AFDC at follow-up than those who were unsuccessful in the WIN Program.

Of the 145 WIN II males, we found that only 44 or approximately 30% were still receiving AFDC at the time of our follow-up interview. Also, male clients who were successful upon termination from the WIN II Program were about twice as likely to be off AFDC at follow-up as the unsuccessful ereminees from the Program.

As expected, a significant and negative relationship existed between receipt of AFDC and current employment status for men and women in both WIN samples. That is, recipients receiving AFDC were more likely not to be employed, while those off the welfare rolls were more likely to be employed.

An interesting finding is revealed by these data. The percent of employed recipients who were receiving AFDC decreased for every sample group between termination status and follow-up. For the WIN I females 27% of the successful terminees were not receiving AFDC at WIN termination while 60% of the employed group at follow-up were not receiving AFDC. Similar results occurred for the WIN II females: whereas 81% of the successful WIN terminees were receiving AFDC at termination, only 62% of the employed WIN II females were on the AFDC rolls at follow-up. These findings imply that for both WIN I and WIN II females the percentage of employed women off of the welfare rolls more than doubled between WIN termination and follow-up.

Several reasons may be responsible for the increase in the attrition rate from AFDC among employed women. These include: marriage of the recipient, children too old to remain eligible, additional sources of unearned income, dissatisfaction with the Program, and earnings of a sufficient level to no longer remain eligible. Based upon our earlier findings which showed substantial earnings levels of recipients at follow-up, we believe that a major cause of the larger number of females leaving the AFDC rolls (at follow-up in contrast to termination) was increased earnings of the recipients which enabled them to work their way off of the welfare rolls. This was particularly true of the WIN II clients since only a year elapsed between WIN termination and employment.

Similar results occurred among the males in both the WIN I and WIN II population. For the WIN I group, 64% of the males successfully terminated were not receiving AFDC at WIN termination compared to 97% of the employed males at follow-up. While 48% of the 109 successful WIN II males were off of the welfare rolls at termination, 90% of the employed 81 males at follow-up were no longer receiving AFDC. The fact that a higher percentage of employed males than females were not receiving AFDC is not surprising. Female eligibility for AFDC is determined by the amount of non-exempt earned and unearned income as well as the basic grant allowance, while for males eligibility is not only based on non-exempt income, but also on the number of hours worked per month. Since males became ineligible for AFDC if they work in excess of 100 hours per month, the increase in the percent of employed WIN males leaving the AFDC roles between termination and follow-up was probably attributable more to an increase in full-time employment than an increase in earnings levels.

The important conclusion which seems justified in light of these findings is that WIN clients, particularly successful ones, who became employed showed an overall ability to improve the quality or quantity of their employment and earnings to a level which moved them off the AFDC roles. Since the basic goal of the WIN Program is to achieve self-sufficiency for AFDC recipients, these findings are significant.

APPENDIX

PART A

A BRIEF HISTORY OF THE WORK INCENTIVE (WIN) PROGRAM

WIN is a component of our major national welfare program: Aid to Families with Dependent Children (AFDC). AFDC (then ADC, Aid to Dependent Children) had its beginning in the Social Security Act of 1935 and has continued as a part of the programs instituted then. AFDC exists:

> For the purpose of encouraging the care of dependent children in their own homes or in the homes of relatives by enabling each State to furnish financial assistance and rehabilitation and other services, as far as practicable under the conditions in such State, to needy dependent children and the parents or relatives with whom they are living to help maintain and strengthen family life and to help such parents or relatives to attain or retain capability for the maximum self-support and personal independence consistent with the maintenance of continuting parental care and protection... [42 United States Code, Section 601, the Social Security Act, as amended January 2, 1968]

Within the context of this general purpose, the original WIN Program (WIN I) was enacted as a part of the Social Security Amendments of 1967 for implementation in July of 1969. The goal of WIN was stated in the legislation:

> The purpose of this part is to require the establishment of a program utilizing all available manpower services, including those authorized under other provisions of law, under which individuals receiving aid to families with dependent children will be furnished incentives, opportunities, and necessary services in order for (1) the employment of such individuals in the regular economy, (2) the training of such individuals for work in the regular economy, and (3) the participation of such individuals in special work projects, thus restoring the families of such individuals to indepedence and useful roles in their communities. It is expected that the individuals participating

> in the program established under this part will acquire a sense of dignity, self-worth, and confidence which will flow from being recognized as a wage-earning member of society and that the example of a working adult in these families will have beneficial effects on the children in such families. [42 United States Code, Section 630, the Social Security Act, as amended January 2, 1968]

The purposes, and problems, of WIN I were well presented in "Hearing," before the Committee on Finance, United States Senate, 92nd Congress, Second Session, June 27, 1972, at pages 38 and 39:

> The Work Incentive Program was created by the Congress as part of the Social Security Amendments of 1967. It represents an attempt to cope with the problem of rapidly growing dependency on welfare by dealing with the major barriers which prevented many of the women who headed families on welfare from becoming financially independent by working. Major features of the WIN Program as originally enacted are outlined in the following paragraphs.
>
> *Referral for work and training.*- The State welfare agencies were to determine which welfare recipients were appropriate for referral for work and training, but they could not require participation from persons in the following categories:
>
> 1. Children under age 16 or going to school;
> 2. Persons with illness, incapacity, advanced age, or such remoteness from a project that they would be precluded from effective participation in work or training; or
> 3. Persons whose substantially continuous presence in the home was required because of the illness or incapacity of another member of the household.
>
> For all those referred, the welfare agency was required to assure necessary child care arrangements for the children involved. An individual who desired to participate in work or training was to be considered for assignment and, unless specifically disapproved, was to be referred to the program.
>
> *Work and training program.*- The Secretary of Labor was required to establish an employability plan for each person referred. Persons referred by the State welfare agency to the Department of Labor were to be

handled according to three priorities. Under the first priority, the Secretary of Labor was to place as many persons as possible directly in employment or on-the-job training, without further preparation.

Under the second priority, all persons found suitable were to receive training appropriate to their needs, and up to $30 a month as a training incentive payment. After training, as many persons as possible were to be placed in regular employment.

Under the third priority, the employment office was required to make arrangements for special work projects (public service employment) to employ those found to be unsuitable for training and those for whom no jobs in the regular economy could be found at the time. These special projects were to be set up by agreement between the employment office and public agencies or non-profit private agencies organized for a public service purpose. It was required that workers receive at least the minimum wage (but not necessarily the prevailing wage) if the work they performed was covered by the minimum wage statute. In addition, the work performed under special projects could not result in the displacement of regularly employed workers.

Funds were first appropriated for the Work Incentive Program in July 1969. Almost from the first, operations under the program were disappointing. In 1969 the Department of Labor contracted with the Auerbach Corporation to study the operations of the Work Incentive Program and to make recommendations for improving it. The Auerback Corporation conducted onsite evaluations in 23 cities and published a detailed report on each, as well as an overall appraisal of the Work Incentive Program. The Auerbach report detailed the problems in implementing the Work Incentive Program and concluded: "The basic idea of WIN is workable--though some aspects of the legislation require modification." The Auerbach report pointed to the following as some of the reasons for the slow development of the Work Incentive Program and its lack of impact on the welfare rolls:

1. On-the-job training, highly desirable because of its virtual guarantee of employment upon successful

completion of training, was largely ignored under the Work Incentive Program.

2. Special work projects (public service employment) also were aimed at providing actual employment for welfare recipients; but though the law required that they be established in all States, only one State had implemented this provision in a substantial way.

3. Lack of day care was having a great inhibiting effect on welfare mother participation in the program.

4. Lack of coordination between welfare and employment agencies was inhibiting progress. In some cases, lack of referral of trainable people by some State welfare agencies was a problem. Also, bureaucratic rivalry of long standing between welfare and employment agencies was carried over to WIN in some States. This situation on the local level was compounded by lack of coordination on the Federal level between the Department of Labor and the Department of Health, Education, and Welfare.

5. Lack of adequate transportation was a serious problem for many WIN projects, affecting the enrollees' ability both to participate in the program and to secure employment.

6. Lack of medical supportive services (physical examinations and ability to remedy minor health problems) was cited as a major problem.

7. Commenting on the need for job development, the Auerbach Corporation stated:

> Although the WIN concept is built around jobs for welfare recipients, there has been little investigation of the labor market to determine exactly where and how jobs can be obtained, and how many jobs are actually available or likely to become available for WIN enrollees. Now that the program is underway, there is a growing feeling among local WIN staff that many participants, women in particular, will not obtain jobs in the already tightly restricted market existing in many communities.

[Hearing before the Committee on Finance, United States Senate, 92nd Congress, Second Session, June 27, 1972, pp 38-39]

In an attempt to remedy the perceived inadequacies of WIN I, while continuing the attempt to achieve the original purpose of the program, amendments to WIN, proposed by Senator Talmadge, became law on December 28, 1971[Public Law 92-223, 42 United States Code 601-633, as amended]. These amendments, known as WIN II, were implemented in July of 1972.

The same Senate Finance Committee Hearing described the implementation of WIN II, at pages 40 and 41:

> In December 1971 the President signed into law legislation proposed by Senator Talmadge designed to improve the effectiveness of the Work Incentive Program. The new law, designed to take into account the problems outlined in the Auerbach Report, made these changes:
>
> 1. To end the problem of widely differing rates of referrals and program participation, States (instead of determining which cases are "appropriate" on an individual basis) are now required to have each individual who applies for AFDC register with the Secretary of Labor (as a condition for receiving assistance) unless the individual is:
>   (a) a child under age 16 or attending school;
>   (b) ill, incapacitated, or of advanced age;
>   (c) so remote from a WIN project that his effective participation is precluded;
>   (d) caring for another member of the household who is ill or incapacitated;
>   (e) the mother or other relative of a child under age six who is caring for the child, or
>   (f) a mother in a family where the father has registered.
> 2. Under prior law, each State was required to pay for 20% of the WIN funds allocated to the State. Under the amendment, this figure was reduced to 10%.
> 3. To assure that persons referred for work and training are ready to participate, each State welfare agency is now required to set up a separate administrative unit to make arrangements for supportive services needed by welfare recipients in order to participate in the WIN Program and for certification to the Labor Department of those who are ready for employment or training. There was no comparable provision in prior law, and many referrals for participation were simply paper referrals.
> 4. To provide a financial incentive for States to provide the supportive services welfare recipients need in order to participate in the WIN Program, any State which does not prepare and refer to the Labor Department at least 15% of the people who are required to register will suffer a financial penalty. Speci-

fically, the Federal matching for cash assistance payments under AFDC (which varies between 50% and 83% among the States) will be reduced by one percentage point for every percentage point the actual proportion is below the 15% figure.

5. The Federal matching rate for supportive services, including child care, provided by the welfare department to enable its recipients to participate in the WIN Program was increased from 75% under prior law to 90%.

6. To place greater emphasis on employment-based training (as opposed to classroom training), a minimum of 33-1/3% of total expenditures under the WIN Program is required to go for on-the-job training and public service employment. There was no comparable provision in prior law.

7. One-half of the appropriated WIN funds will be allotted to the States based on the number of registrants for the WIN Program (in fiscal years 1973 and 1974, the allotment is based on the number of AFDC recipients).

8. The Labor Department is required to accord priority to those referred to the WIN Program in the following order, taking into account employability potential:

(a) unemployed fathers;
(b) mothers who volunteer for participation;
(c) other mothers and pregnant women under 19 years of age;
(d) dependent children and relatives age 16 or over who are not in school, working, or in training; and
(e) all other persons.

9. To simplify the funding of public service employment, the prior funding arrangement for special work projects was deleted and authorizations for public service employment will be provided for 100% of the wages in the first year of an individual's employment, 75% in the second year, 50% in the third year and no Federal funding after that.

10. To mandate coordination between the two Federal agencies involved, the Secretaries of Labor and Health, Education, and Welfare are required to issue joint regulations, which among other things provide for the establishment of:

(a) a national committee to coordinate uniform reporting and similar requirements for the administration of the WIN Program; and
(b) a regional coordination committee to review and approve Statewide operational plans.

The welfare and manpower agencies are required to develop joint State operational plans detailing how

> the WIN Program will be operated in the State.
>
> 11. The Department of Labor is authorized to pay allowances for travel and other costs necessary for and directly related to participation in the WIN Program and to provide technical assistance to the providers of employment or training under the WIN Program.
>
> 12. To relate training to actual jobs, the Secretary of Labor is required to establish in each State, municipality, or other geographical area with a significant number of WIN registrants a Labor Market Advisory Council whose function is to identify the types of jobs available or likely to become available in the area; no WIN institutional training can be established unless it is related to the jobs identified as being available.
>
> 13. It is made clear that the Secretary of Labor is to utilize existing manpower programs to the maximum possible extent in implementing the WIN Program.
>
> 14. Federal matching for costs related to supervision and materials needed for public service employment is authorized.
>
> 15. The effective date of all the provisions is July 1, 1972.

Problems also arose, predictably, with the new WIN II Program. In overly simplistic terms these problems can be described as principally procedural or administrative in nature. Thus, during the course of this research, WIN II was the subject of rethinking and administrative revision in an attempt to improve its effectiveness.

In this historical context we undertook a research program designed to identify and measure the impact of incentives and disincentives in the WIN I and WIN II Programs. The final determination of the value of WIN has not yet been made. We hope the results of this study will substantially assist in that assessment.

PART B

WIN PROGRAM VARIABLES

This section focuses on the transition from the theoretical concepts set forth in the model to the empirical variables that were measured and tested in this study. We particularly emphasize those empirical variables relating to actual or potential WIN incentives that were the main focus of concern in this study. While we attempt to provide a complete overview of our conceptual and empirical model, more emphasis is given to our dependent variable, employment, and those WIN incentive variables that were studied in relation to employment outcomes.

We will now discuss the WIN incentive variables taking first those variables that will affect the budget constraint of the individual and second those variables that affect the tastes of the individual.

BUDGET CONSTRAINT WIN VARIABLES

Affecting Unearned Income

The $30 Participation Allowance

This particular allowance should encourage clients to stay in the WIN Program in order to increase their income and be able to satisfy more of their material needs. If length of time in WIN and/or WIN completion is a positive factor in employment outcomes, then the participation allowance should be a positive factor in employment outcomes, operating indirectly through participation in WIN. This participation allowance factor may be measured empirically at two different levels.

- The client's understanding that the $30 payment (which is mailed separately from the AFDC check in Ramsey County) is for participation in WIN.
- The client's satisfaction with the amount (the $30) of the participation payment.

Threat of Loss of AFDC Grant

The possible loss of the welfare grant for failure to participate in the WIN Program represents a potential reduction in unearned income, therefore, knowledge of this possible loss of the welfare grant may increase successful employment outcomes because the person would not want to fail in the WIN Program.

Affecting the Expected Net Return from Market Work

The "$30 + 1/3" Income Disregard

This incentive actually interrelates the WIN client's unearned income and his expected return from market work. The expected net return from market work under the "$30 + 1/3" disregard system depends on the size of the client's welfare grant. The larger the welfare grant, the smaller the expected return from market work, and therefore, the less likely the client is to work.

This hypothesis needs some further explanation. The WIN Program creates a "notch" effect in earnings. The "$30 + 1/3" provisions apply to women until they earn enough to offset the welfare grant. This "off welfare" level of earnings is defined by the following equation:

$$WG = 2/3\ (\mathit{Earnings} - 30)$$

Two women could have identical jobs earning $400 per month. If the welfare grant for one of these women was $200, her real earnings from market work would be $200. If the welfare grant for the second woman was $300, her real earnings from market work would be $156.

For men, the "$30 + 1/3" provision does not apply if they are employed full time.* Two men could both have full-time jobs

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In Minnesota, men employed more than 100 hours per month are considered working full-time and no longer qualify for welfare benefits, hence the "$30 + 1/3" disregard is inoperative. Women and men in Public Service Employment also do not receive the "$30 + 1/3" disregard.

paying $400 per month. If the first man was receiving a welfare grant of $200 prior to employment, his real return from working would be $200. If the second was receiving a welfare grant of $300 per month, his real return from working would be $100.*

Knowledge of the Effect of Earnings on the Welfare Grant

We examined participants' knowledge of how much of their earnings they are allowed to keep and how important this financial incentive is to employment behavior. Correct information about the treatment of earned income by the Welfare Department could increase or decrease the expected real return from market work. If the client initially thought all earned income reduced the welfare grant on a dollar-for-dollar basis, correct knowledge would increase the expected return from market work. If the client initially thought his earnings would not affect the welfare grant, correct knowledge would reduce the expected return from market work. Since most clients are probably aware of the income test to qualify for welfare, incorrect knowledge of the first type is likely to be more prevalent. Thus, we hypothesized that knowledge of the treatment of income would increase the expected net return from work and thus increase the probability of a favorable employment outcome. Since women's income is treated more generously than that for men, we expect this knowledge to have a greater impact on women than on men.

**Another way of looking at these explanations is in terms of tax rates. The marginal welfare tax rate for women is .66 and for men working full-time 1.0; because this rate applies only until welfare taxes equal the grant level, the average tax rate depends on the size of the welfare grant. In the above example for women, the average tax rate is .5 for the one receiving a $200 welfare grant and .64 for the one receiving a $300 welfare grant. In the example for men, the average tax rate is .5 for the one receiving a $200 welfare grant and .75 for the one receiving a $300 welfare grant.*

WIN Training

The expectation of earnings from market work can be increased by improving the skill level of the client through training in the WIN Program. An increase in the skill level of the client might increase his earnings expectation in two ways. First, it might qualify the client for a higher paying job than in the past, and second, it should increase the probability of finding a job.*

Job Search Techniques

The expected earnings of the WIN client should be increased by improving his job search techniques, such as personal interview skills, instructions on how to fill out application forms, etc. If the client feels a need for these skills and this need is met by the WIN Program, then the client should feel that his probability of employment was greater, which in turn would raise his expected earnings and be positively related to successful employment outcomes.

Placement Services

WIN clients who feel a need for assistance in looking for a job and who believe this need is met by the WIN Program should experience an increase in their probability of employment. This would raise the clients' expected earnings and be positively related to successful employment outcomes.

**In our general conceptual model we define expected earnings from employment as a function of the wage rates that prevail for jobs the client is qualified to hold as well as the probability of finding one of these jobs. Our general hypothesis is that the greater the expected earnings from employment the more likely the client will work. Thus, variables that increase the wage rate the client might receive or that increase the probability of employment increase expected earnings and should have a positive influence on employment outcomes.*

Employability Plan

It has been discovered by previous research that many welfare clients do not have a good understanding of their employment prospects. Those clients who feel a need for a specific job-oriented goal and have this need met by the WIN Program should feel that their probability of employment is increased. The increase in the probability of employment would raise the expected net return from market work and should be positively related to employment outcomes. For these effects to occur, we expect that an employability plan not only needs to be developed for the client but also must be clearly communicated through counseling.

Work Expense Payments

Expenses required to attain and hold a job reduce the expected net return from market work. Actual work expenses are a function of such factors as distance from the work site and type of occupation, among other factors. Work expense payments may be greater or less than actual work expenses. Thus, this variable has four dimensions: one is the client's actual work expenses; two is the client's knowledge of his actual work expenses; three is how much will actually be covered by WIN payments; and four is the client's knowledge of how much will be paid or covered by the government.

Affecting the Expected Net Return from Home Work

We assume that each WIN client has a minimum level of home goods that must be produced before entering market work without a conflict. The time required to produce these home goods could be considered their minimum expected home work. If market work conflicts with the performance of home work, then the client must "trade-off" between the two alternative uses of his time. For most clients we expect at least some degree of conflict between home work and market work. Thus, WIN Program features which either increase the productivity of the client when working at home or eliminate the need to perform work at home reduce the conflict between time spent in market work and home work.

Child Care

If child care is provided by WIN, then one of the tasks that occupies the mother's time at home will be removed. This means that the required time for home work will be less which should make market work more attractive relative to home work. Thus, we expect child care to be positively associated with employment outcomes.

This variable may operate on two levels. One level would be whether or not child care was provided. The second level would be whether the mother felt the child care was adequate or acceptable to her and to her children.

Home Management Counseling

If the client feels a need for advice in managing the home while working and this need is satisfied through WIN counseling, then the conflict between home work and market work should be reduced. Advice and training in such matters as meal planning, budgeting and home maintenance should make the client more productive in their home work, reducing the number of hours required to complete home tasks. This service, for those who need it, should be positively related to successful employment outcomes.

UTILITY-RELATED WIN VARIABLES

In our overall framework we assume that individuals have numerous non-material (or non-economic) needs that may be satisfied by market work. We have developed a comprehensive list of these non-monetary needs that represent components of the taste for market work. Not all persons will experience all or even most of these needs but we would expect at least some of these needs to be important to each WIN participant. The utility from the activity of market work consists of the fulfillment of these needs. We also consider the possibility of disutility from market work that could affect individuals.

We reiterate at this point the importance of the perception versus reality distinction. This distinction assumes even greater significance in the area of non-monetary needs and incentives since we expect a greater potential exists for varying individual perceptions, misperceptions, values, etc. regarding needs and incentives than in the financial areas which at least allow quantification in dollar and cents terms.

Our general hypothesis is that the greater the expected fulfillment of non-monetary needs from market work the more successful will be the employment outcome; and, as a corollary that the greater the expected non-monetary negative returns from market work the less likely a successful employment outcome. In this study we sought to measure the importance of these needs to WIN clients and attempted to determine whether incentives were operating to meet these needs.

We realize that the WIN Program is not specifically focused toward meeting most of these needs, although the program may be meeting some of these needs in a satisfactory manner through incentives such as counseling, information dissemination, employment planning, and other services.*

Taste for Market Work

There are two major variables which we hypothesize will affect the taste for market work. These are "expected job satisfaction" and "self-confidence" about getting a job. Our general hypothesis is that the greater the expected job satisfaction and the greater the self-confidence about getting a job, the greater the taste for market work and the more likely a successful employment outcome will occur. Both expected job satisfaction and self-confidence about getting a job are general variables which we translate into a number of measurable components.

Expected Job Satisfaction

Past Job Satisfaction

We hypothesize that the greater the job satisfaction in the past, the greater the expected job satisfaction.

Satisfaction with WIN Job (If Client Has One)

We hypothesize that the greater the satisfaction with the WIN job such as job entry job, on the job training or public service employment, compared with an ideal, the greater the expected job satisfaction.**

Satisfaction with WIN Job Goal

We hypothesize that the greater the satisfaction with the WIN job goal, the greater the expected job satisfaction.

**The WIN Program could impact on these needs by identifying them and by pointing out to the client how market work will meet these needs. WIN could also attempt to meet important non-monetary needs while the client is in the program and thus better act as a bridge between unemployment and market work. The satisfaction of some of these needs during the program should encourage successful employment outcomes.*

***The scale of items that measure job satisfaction is included in the full discussion of the model and, of course, was part of the questionnaire.*

Attitudes of Fellow WIN Participants and Family Regarding Client's WIN Job Goal

We hypothesize that the more acceptable the client's WIN job goal is to his family and his fellow WIN participants, the greater his expected job satisfaction.

Attitudes Toward Work

We hypothesize that the more highly the client values work in general, the greater his expected job satisfaction. These attitudes include the following:

Work Ethic (or the internal stigma of not working)

We hypothesize that the stronger the work ethic, the greater the expected job satisfaction.

Perceived benefits to family of his working

We hypothesize that the greater the perceived benefits to the family from his working, the greater the expected job satisfaction.

Acceptability of non-work sources of income such as welfare and quasi-legal sources

We would hypothesize that the less favorable the client views non-work sources of income, the greater the expected job satisfaction.

Perceived Hassles of Work

We hypothesize that the fewer "hassles" regarding working that the client expresses (hassles which include difficulties in finding child care, transportation, etc.,) the greater the expected job satisfaction.

Willingness to Overcome Hassles (i.e., incentive to work)

We hypothesize that the more willing the client is to overcome "hassles" connected with working (hassles which include travel time, dealing with bosses and new lines of work, possible non-steady work, dull work, the need to be in the WIN Program,) the greater the expected job satisfaction.

Preferences for Other Roles and Activities and the Extent to Which Work is Seen as Interfering With These

We hypothesize that the less expressed preference for non-work activities and roles over work, and the less work is seen as interfering or competing with these roles and activities, the greater the expected job satisfaction.

Attitudes Toward Welfare Programs

These attitudes include the following:

General Dissatisfaction with Welfare Programs

We hypothesize that the less satisfied the client is with the welfare programs, the greater the expected job satisfaction.

Availability of Welfare

We hypothesize that the stricter the client's view about what kinds of people should get welfare, the greater the expected job satisfaction.

Tolerance of Welfare Abuse

We hypothesize that the less tolerant the client is toward welfare abuse, the greater the expected job satisfaction.

Stigma Felt by Client for being on Welfare or in Welfare Employment (OJT, PSE, WIN)

We hypothesize that the more stigma the client feels about being on welfare or in a job provided by or subsidized by welfare, the greater the expected job satisfaction from regular employment.

Attitudes and Behavior of Others Regarding Welfare and Work

These attitudes and behaviors include:

Stigma About Welfare Expressed by Non-Welfare Friends and Relatives

We hypothesize that the more stigma about welfare expressed by non-welfare friends and relatives, the greater the client's expected job satisfaction.

Client Perceptions of Attitudes of Community in General Toward Welfare

We hypothesize that the more stigma concerning welfare which the client perceives in the community in general, the greater the expected job satisfaction.

Embarrassment of Client's Children for Being on Welfare

We hypothesize that the fact that children have been embarrassed about being on welfare will be related to greater expected job satisfaction for the client.

Whether Family and Friends are on Welfare or Working

We hypothesize that having one's family and friends working rather than on welfare will be related to greated expected job satisfaction for the client. This relationship will be influenced, however, by whether or not the client sees these people frequently and whether or not he values their opinions.

Client's Self-Confidence Relative to Getting a Job

The second major non-economic variable which will affect employment outcomes is the client's self-confidence relative to getting a job. We would hypothesize that the greater the self-confidence relative to getting a job, the greater the taste for market work. We expect that the following measurable variables will affect self-confidence relative to getting a job, and hence taste for market work.

Personal Efficacy or Sense of Ability to Control Rewards by One's Own Actions

The greater the sense of personal efficacy, the greater the client's self-confidence about getting a job.

Confidence in the Ability to Perform as Well as Others in the WIN Program

We hypothesize that the more confident the client is in the ability to perform in WIN as well as others, the greater the self-confidence about getting a job.

Job Interview Anxiety

We hypothesize that the less the job interview anxiety, the greater the self-confidence about getting a job.

ANALYSIS OF VARIABLES LEADING TO IMPROVEMENT OF THE WIN PROGRAM

The WIN-related variables discussed in this summary of our model were analyzed in conjunction with other variables that are included in our model and are expected to affect employment outcomes. Our comprehensive approach considered not only the impact of WIN policies and features acting as incentives or disincentives, but also the impact of important personal characteristics and labor market conditions on eventual employment outcomes and behavior.

It is essential that WIN be studied within the context of other important influences affecting employment. Only in this manner could our analysis isolate the impacts of the WIN Program and only in this manner could we measure the relative importance of WIN policies and program features in comparison with other variables affecting employment.

PART C

MODEL OF WIN EMPLOYMENT

INTRODUCTION

We have summarized the main features of our model of WIN participant employment in the preceding section of the Appendix (Part B.) In this section, we present the details of the conceptual and empirical model used in this study.

This model was developed to help isolate *a priori* those factors which would be important in determining why some WIN participants have successful employment outcomes and others do not. The present model is derived from one which we developed earlier for AFDC mothers, using only demographic and economic variables. The present model differs from that earlier model in the following ways: (1) we now focus on males as well as females; (2) we focus on only those AFDC clients who are past or current participants in the WIN Program; and (3) we elaborate on our earlier model by adding a number of non-economic (i.e., attitudinal and self-reported behavioral) variables. The model we present here seeks to determine the degree to which WIN successes differ from WIN failures because of the following factors: (1) individual and family characteristics that affect the decision to work; (2) WIN Program incentives as experienced and perceived by the individual that influence the decision to work; and (3) those labor market factors external to the person and his situation that determine whether he will find a job once he has decided to seek a job. Such a determination will, hopefully, be useful to policymakers who could alter or further develop monetary and non-monetary incentives that would lead to a higher rate of successful employment outcomes. In order to determine how incentives do or could affect employment outcomes, we also investigated at a more general level what combination of variables affect employment outcomes. For example, some incentives may only work on clients with certain socio-demographic characteristics and not on other types of clients.

The work effort that our model is intended to explain is to be measured primarily in terms of employment status at several points in time. Those subjects of our study who participated in WIN I were interviewed up to three years after their WIN experience; for those subjects participating in WIN II, one interview occurred during participation and a second interview occurred one year later.

In this chapter we will first present a general discussion of the conceptual model that covers its essential elements and the interrelations between those elements. Next, we move into a more detailed discussion of the model as it pertains to the WIN Program participants. Here we discuss the basic concepts in relation to specific features of the WIN Program or WIN Program participants, translating the concepts of the model into empirical variables that we wanted to measure and analyze in this study.

ESSENTIAL CONCEPTS OF THE MODEL

The conceptual model starts from a standard economic framework. It is assumed that an individual chooses to act or to engage in an activity because it yields utility, either directly by the performance of the activity or indirectly through a by-product of the activity, such as income. Utility is defined as that quality of a good or activity which makes it desired by the individual. This is, of course, a highly subjective phenomenon because each person's makeup is different from another's. Another way to view utility is the ability of a good or activity to satisfy needs; in this context utility and satisfaction are synonyms.*

Utility, then, is the final product or output of performing

**For a discussion of utility, see C.E. Ferguson, Microeconomic Theory, 1966, pp. 11-25.*

an activity. And, to reiterate, the components of total utility may be intrinsic, satisfaction from the activity itself, or extrinsic, in the form of real income (goods and services) resulting from the activity.

Besides yielding utility, activities also consume the time and energy of the individual and may require the consumption of goods and services as well. In a general sense, the ingredients required to perform activities can be thought of as inputs. The total quantity of inputs available to an individual is a constraint that limits the number and types of activities that the individual can perform.

Rational behavior in this context is defined as the selection by the individual of that combination of activities that maximizes total utility subject to the input constraint. Work and non-work activities both require combinations of time and goods and services, so that the work decision is a special case of the allocation of time among a variety of activities.*

In our terminology at the most general level, total utility is maximized by allocations of time, energy, and other resources among the three options of market work (employment in the labor market,) home work (work outside the market place which produces goods and services,) and leisure (by definition in this study the composite of all non-work activity.)

In other words, we assume that WIN participants, like everyone else, will seek market work when the expected utility of employment on a job is greater for those hours than either home work or leisure. The WIN Program could enhance employment success by making it as positively reinforcing to the participant as possible; WIN theoretically offers positive economic and non-economic reinforcers while also offering a negative sanction in the form of a threat (rarely enforced in practice) of loss of benefits to those mandated participants who without "good reason" refuse to participate. In our terminology, then, WIN should seek to maximize the utility to be gained from the choice of market work over the choices of either home work or leisure.

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*This framework was first developed by Gary S. Becker, "A Theory of the Allocation of Time," The Economic Journal, September 1965, pp. 493-517. Our approach has also drawn on the work of Bevars D. Mabry, Economics of Manpower and the Labor Market, New York, 1973, especially pp. 195-212 and 231-241. Also, William G. Bowen and Aldrich T. Finegan, The Economics of Labor Force Participation, Princeton, 1969.

Our goal in this study is to determine which and how incentives might be used in the WIN Program to enhance employment outcomes. Thus, while we will necessarily be examining variables which impact on the utility of all three possible uses of time, market work, home work, and leisure, our focus is on the ways in which the utility of market work can be increased, since this is the focus of the WIN Program.

THE GENERAL CONCEPTUAL MODEL

Our basic behavioral assumption is that WIN participants, like all other people, seek to maximize their utility in allocating their time between market work, home work and leisure. The total utility a person can gain depends on his liking (or tastes) for activities and goods and services as well as the quantity that he can obtain.* In a world with no constraints the individual would maximize utility by engaging in each activity until the utility of one or more units was zero. Decisions are not made in such an unconstrained world, however. Thus, the individual must seek to maximize utility taking into account his own tastes and his own "budget constraint."** We will develop some general

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**It is convenient conceptually to think of activities and goods and services as separate. In reality the consumption of goods and services occurs in conjunction with the performance of activities over time.*

****While we are primarily concerned about the behavior of the WIN participant, we recognize and attempt to account for the fact that other members of the household affect the decision of the individual.*

discussion of these two classes of variables before going into specific individual characteristics or experiences that might measure these variables.

The Budget Constraint

The essence of any allocation problem is the scarcity of one or more important factors that makes it necessary to choose between alternatives. The constraints affecting the decision to work are composed of one constant factor for all individuals and three important variables. The constant factor is time; each individual has a total of 24 hours per day that can be allocated among alternative activities. The three variables are:

- the set of expected market and non-market earnings rates;
- the total amount of income the household would receive if no market work were to be performed by the WIN participant; and
- the monetary value of the saleable assets of the household.

Another way of looking at these constraints is by dividing them into two parts, a time constraint and an income constraint. However, since time can be converted into income at the expected market and home earnings rates, the entire constraint can be expressed as a budget constraint. Thus, the budget constraint is the amount of real income (goods and services) that the WIN participant can obtain by different allocations of this time. It includes both earned and unearned or non-work income (the income if no one works.) The variables determining the budget constraint are:

Y_n The Total Real Unearned Income Available to the Family

This is the maximum real income that the family can obtain if no one works for wages. This includes the money value of such income sources as OASDI, welfare grants, insurance payments, alimony, income from relatives, the value of Medicaid and food stamps, and imputed returns to owned capital (for example, a house) which depend on the quantity of owned assets.*

$E(W_m)$ The Expected Net Real Return per Unit of Time From Market Work

In making labor market decisions, the individual in the household will have in mind, explicitly or implicitly, an expected market earnings rate per hour of work. This variable is a measure of the net wage rate (after expenses and taxes are netted out,) in real terms, that the WIN participant can obtain from market work in a given time period. The probability of obtaining a job once the decision to seek work is made is included in this concept. Other factors of relevance are the wage rates in jobs for which the WIN participant is qualified, work expenses including income taxes, and the grant reduction (welfare tax) resulting from earnings. The earnings rate is expressed as an "expected" level since there is inevitably some uncertainty about how much can be earned and there is some probability of error associated with an earnings forecast.

$E(W_h)$ The Expected Home Wage Rate of the WIN Participant

This is an imputed earnings rate dependent on non-market production functions which tell the person, how many units of various non-market goods each successive hour of his time can be transformed into. When the traditional work-leisure model is applied, especially to women heads-of-households, the dichotomy between market work and leisure does not adequately reflect the range of alternatives available to mothers for the use of their time.* Part of a mother's non-market work time is spent in "home work" -- that is, in such activities as child care, cooking, cleaning, making clothes, and so on. Conceptually, this wage rate could be measured as the cost (in real terms) of purchasing these goods and services in the market divided by the amount of time required by her to make them. It is, in part, by comparing the expected non-market earning rate with the market rate that the individual in a household provides the basis for the efficient allocation of his time between market and non-market activities.

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*We do not consider the assets variable further since AFDC recipients are assumed to have levels of assets which are too low to significantly affect the budget constraint and, hence, the market work decision.

$E(O_m)$, $E(O_h)$ Wage Rates of Other Family Members

Market and home rate variables exist for every family member. (To take a trivial example, both are zero for a small child.) The work decisions of all family members depend in a complicated way on the entire set of all such wage rates. In the conceptual model, however, we concentrate on a single potential income-earner -- the WIN participant. In our empirical model, however, we allow for the influence of other adults in the family and household on the work behavior of the WIN participant in those cases where other adults are present and can be identified by asking how many adults are working and how much income they bring to the family.

Utility Considerations

The household is both a consuming and producing unit and has tastes for consumables of all kinds -- market and non-market goods -- as well as the processes (activities) by which market

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**When the traditional work-leisure model is applied to the dis-advantaged or underemployed population who, presumably, make up a large share of the AFDC/WIN group, we must recognize the possibility that illegal activity may be a very real alternative to work for wages in the legal market economy or to leisure. The difficulty of obtaining accurate data as to the extent of this activity without prejudicing the obtaining of other information caused us to eliminate this area from the present study and, hence, from the conceptual model.*

goods and non-market goods are acquired. The utility that a person receives from a particular good or activity depends on the taste for the good or activity as well as the quantity available to them. Utility, as discussed earlier, is an elusive concept, and includes both economic and non-economic (psychological) need satisfactions. We postulate, however, that certain measurable variables indicate relative differences in taste among families and among individuals, and we include these variables in our model. We outline them here in general, detailing them later.

N The Material Needs of the Family

One source of utility is from the consumption of goods and services. Tastes for goods and services are influenced by psychological, sociological, and cultural factors that are difficult to isolate and measure. In order to define the utility from goods variable in a way that is useful for the prediction of work behavior, we assume that certain of the most important basic material needs of families can be measured conceptually against a standard of enough food, shelter, clothing, and medical care to fulfill an arbitrary minimum established level.* For example, larger families need more food to achieve a specified level of nutrition for all family members. Using this definition, larger families are assumed to have a greater need for food, or to place a greater utility on the income necessary to acquire food. Therefore, we assume the utility a family places on goods and services to be related to family size, age of children, health status, and geographic location (location affects the type and amount of shelter and clothing required.)

**One such standard can be found in the Bureau of Labor Statistics Bulletin, Three Standards of Living for an Urban Family of Four Persons, (Spring, 1967.) These budget standards have been regularly updated.*

Tastes for Market Work, Home Work, and Leisure

Utility is derived not only from the consumption of goods and services but also from the activities undertaken to obtain them and from the use of leisure time. Thus, we postulate that a WIN participant has a certain utility that he or she associates with an hour spent in market work, another utility associated with an hour spent in home work, and another associated with an hour spent in leisure. These utilities can also be negative (i.e., disutilities,) if the activity in question is regarded as unpleasant by the WIN participant or if there is too much "hassle" involved in pursuing the activity. Also, these utilities can differ according to the amount of time allocated to each activity. That is, non-working WIN participants might view the activities involved in a ten-hour-a-week job as a fairly enjoyable because they meet certain psychological needs. (Remember that this is above and beyond his evaluation of the utility of the goods and services that can be purchased with the income from work.) Once working ten hours, he may view as less enjoyable but still not unpleasant the possibility of working an additional ten hours per week; this decline in marginal utility (the additional utility associated with each additional hour of work) could well continue until an increase in work, for example from 40 to 50 hours per week, would be viewed by the WIN participant as highly distasteful. Whether or not he decides to work the extra ten hours would depend on whether or not the utility he gains from the goods and services he can purchase with the extra earnings is sufficient to outweigh the disutility of the extra work effort, and whether or not the resulting net increase in utility is greater than the net increase in utility that could be obtained from another possible use of his time.

For our model, we define three variables to represent the utility of, or taste for, the various uses of a WIN participant's time. The taste for leisure is denoted by T_l, the taste for market work by T_m and the taste for home work by T_h.

Utility Maximization Subject to the Budget Constraint

Having discussed utility and the budget constraint in terms of conceptual variables, we now turn to the interrelations between these variables in the process of utility maximization by the WIN participant. As utility maximization occurs, time is allocated to various activities and income (either money or in-kind) is allocated in order to consume a chosen set of goods and services. The essence of utility maximization is that the combination of activities and goods and services are such that no other possible combination (given initial conditions) can yield a higher level of utility.

We can summarize this process conceptually by referring to the variables outlined in the previous discussion.

First, the budget constraint is given by Y, total real family income, including goods and services produced at home (through home work), obtainable from various allocations of time by the WIN participant. Therefore, we have:

$$Y = Y_n + Y_h + Y_m \qquad (1)$$

where Y_n is, as defined earlier, the real unearned income available, Y_h is total expected home work (real) income, and Y_m is total expected market work (real) income.

If the WIN participant is the only person providing either home work or market work, then we have:

$$Y_h = E(W_h)h_h \quad \text{and} \qquad (2)$$

$$Y_m = E(W_m)h_m, \qquad (3)$$

where h_h, h_m are the hours spent in home and market work, respectively, by the WIN participant and $E(W_h)$, $E(W_m)$ are the expected net return per unit of time from home work and market work, respectively.

The time spent in home work, market work and leisure has a certain utility associated with it, as do the goods and services obtained through either market work or home work. Thus, we can postulate a "utility function" that includes taste variables which were discussed earlier. The function would show that total utility depends in a complicated way on the amount of goods and services obtained and on the allocation of time.*

Our model postulates that the WIN participant maximizes his utility function subject to the budget constraint. The maximization process leads to an allocation of time among market work, home work, and leisure. We are concerned with the allocation of time to market work, since this is a quantifiable indicator of employment, the principle outcome variable for this study. If we solve our model for h_m, the hours spent at market work, we derive an equation in which h_m is determined by (dependent on) all of the variables discussed above. We can write this as:

$$h_m = f(Y_n, N, E(W_h), T_m, T_h, T_l, Z \qquad (4)$$

where N, T_m, T_h and T_l are variables determining utility and $Y_n, E(W_m)$, and $E(W_h)$ are variables determining the budget constraint. In Equation 4, the variable Z has also been included. Z is intended to represent all other factors of possible importance in determining employment and earnings outcomes which may have been overlooked or about which we can say little in this model.

We would expect variables in Equation 4 to affect the time allocated to market work in the following way: The greater the expected wage from market work, the greater the time allocated to market work; the greater the expected return from home work, the less the time allocated to market work; the greater the unearned

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**Utility is not measureable directly. Thus, while we continue to discuss utility in our conceptual model, the empirical work of this study relies on proxy variables of needs and satisfaction of individuals without reference to a cardinal scale of utility.*

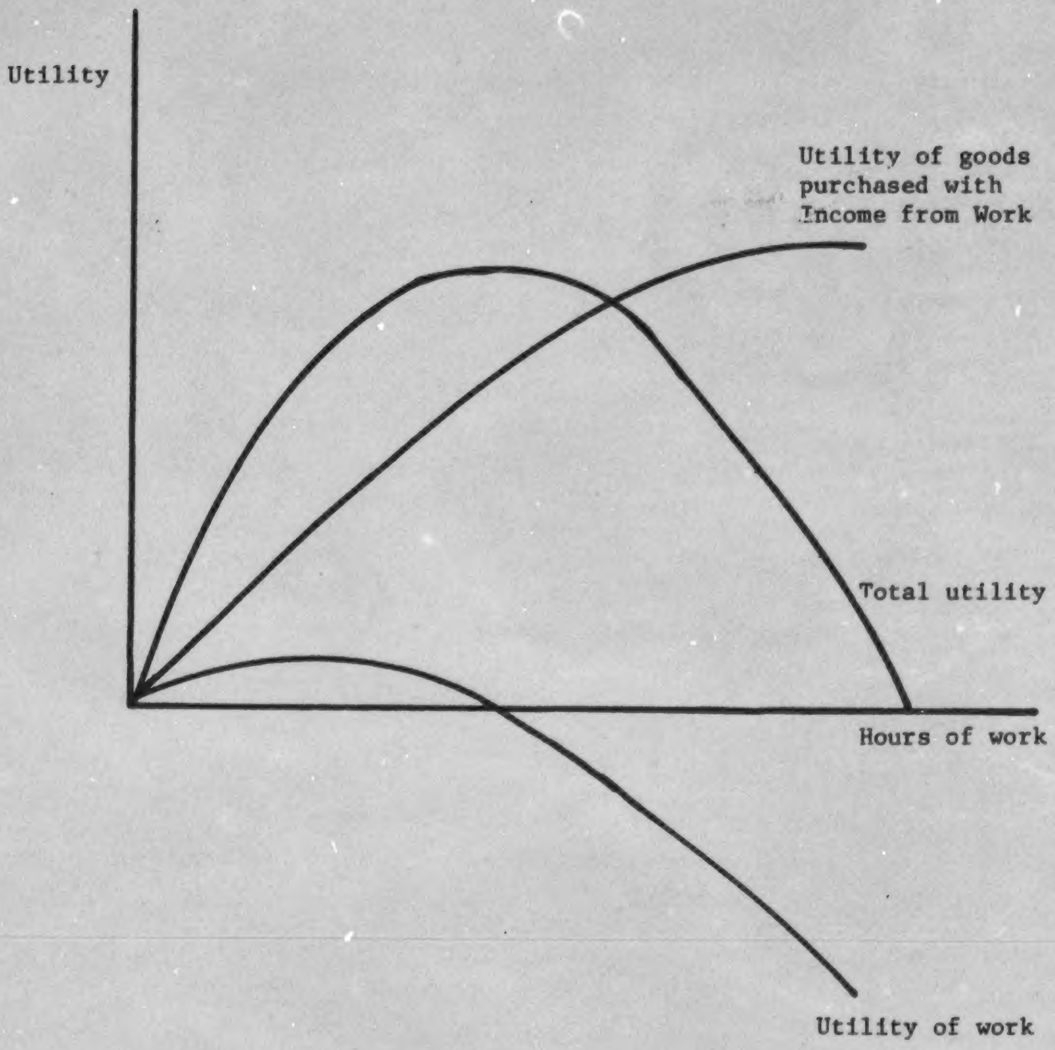
income (income if no work is performed,) the less time will be allocated to market work; the greater the taste for goods and services and the greater the taste for market work, the greater the allocation of time to market work; the greater the taste for home work and the greater the taste for leisure, the less the allocation of time to market work.

Additional Detail on the Market Work Decision

Since our primary concern in this study is on market work for the WIN participant, we want to discuss in more detail here the implications of our approach with respect to the decision to seek work. A basic feature of our model is that the total utility from market work can be thought of as the sum of two separate utilities. This is illustrated in Figure 1. One utility is that derived from the goods and services that can be purchased with the income earned at work,and the second utility is that derived from the activity of market work itself. For different individuals the precise shape of the utility curves could be different depending on their developed set of tastes. The utility that can be derived from the purchase of market goods with the income from market work is the part of the work decision that is most frequently the subject of analysis. While it is difficult to measure utility, it is possible to measure the income from market work and thus to measure the quantity of goods and services that could be purchased to yield utility as a result of market work. Thus, the income incentive to seek market work derives from the fact that this income can be used to purchase goods and services that yield utility or provide the satisfaction of material needs.

At the same time, our framework recognizes that persons derive utility or disutility from the process of market work itself. That is, the person has some needs that are not satisfied by the purchase of goods and services with income but are satisfied by functioning in the role of an employed member of the

FIGURE 1: Utility of Income From Work and Utility of Work



labor force. This second area has often been neglected in studies of why people seek market work and become employed; it is this area that we expect to explore in some detail in this study.

We again must realize that different persons have different preferences and view market work differently as a source of utility. Figure 2 illustrates this point by representing utility functions for three individuals, A, B, and C, with different tastes. Individual A, at one extreme, dislikes work and gets "disutility" from working that increases as the number of hours worked increases. Individuals B and C both get positive utility from the process of being involved in market work, but individual C has a much stronger taste for work as represented by his higher utility per hour of work.

In conjunction with the two types of utilities that can be gained from market work, the individual will also have tastes for home work and leisure activity. Analagous to the discussion of market work, home work would provide utility through the goods produced at home (for example, day care that might otherwise need to be purchased in the market economy) as well as through the process of performing work at home (while providing day care the individual may derive satisfaction from the role of parent.)

Leisure has been defined in this model as a type of residual concept; that is, leisure activity is simply the issue of time that is not spent performing market work or home work. Since leisure usually does not include activities that lead to the production of goods, we assume that all of the utility of leisure derives from not having to work for part of one's time. The enjoyment of leisure often depends heavily on the utility of goods that are produced or purchased as a result of market and home work. A nice (leisurely) dinner in the evening might consist of consuming food that was purchased and prepared with a combination of market and home work. The utility of the dinner would be analytically divisible into the utility as a result of market work (income,) home work (preparation,) and leisure (time

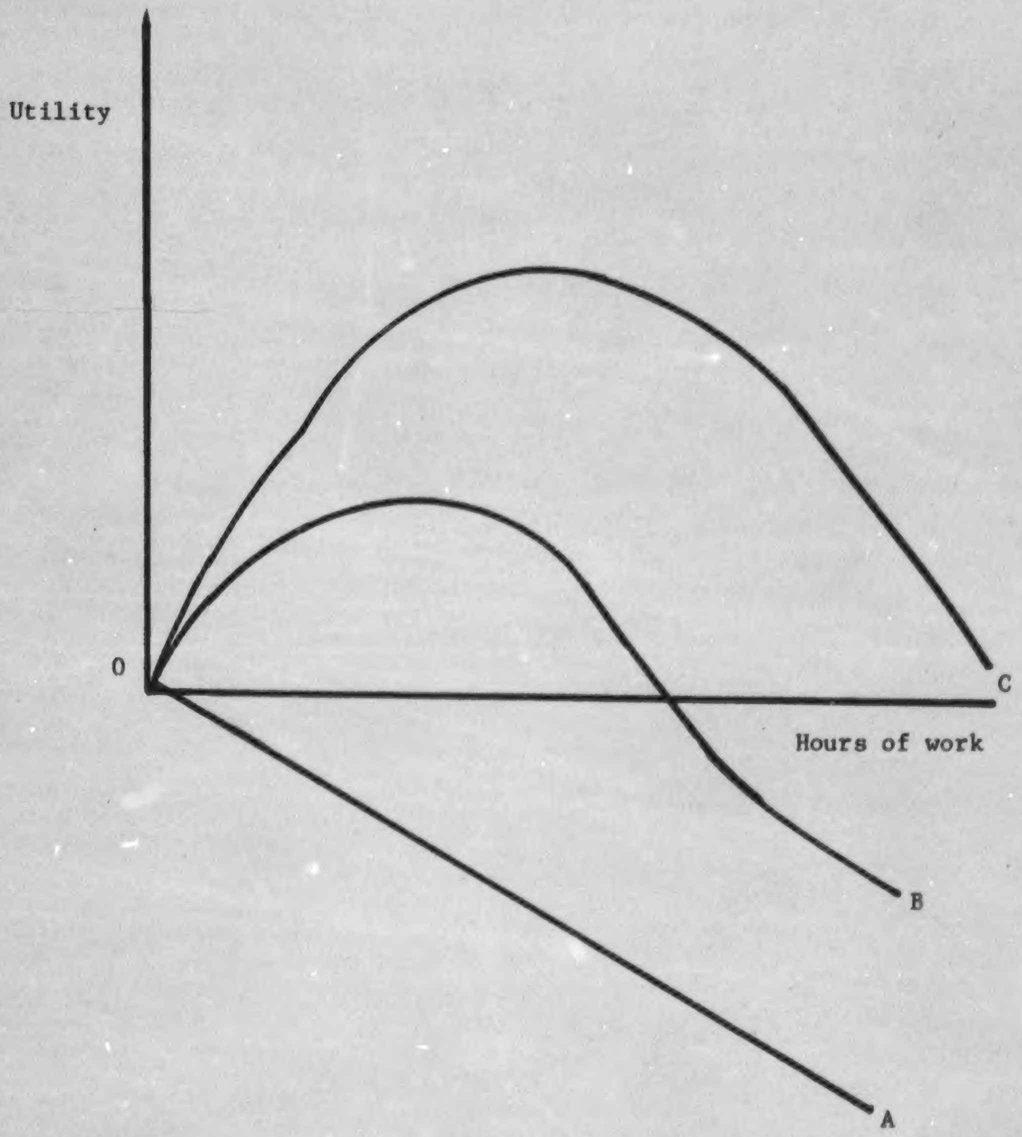


FIGURE 2: Utility of Work

spent eating and possibly talking during and after dinner.)

While these distinctions can easily become blurred, the key point is that we are concerned with tastes for consumable goods and tastes for activities that yield utility. The individual must consider these alternative sources of utility and weigh their various strengths in deciding how to allocate his time, especially in regards to the decision to seek market work.

THE TRANSITION TO AN EMPIRICAL MODEL: SPECIFICATION OF EMPIRICAL VARIABLES AND HYPOTHESES

Introduction

We have now described our general model of utility maximization with conceptual variables which we feel impact on a person's decision to seek or not to seek work and his probability of a successful employment outcome. We solved this model for the employment variable in Equation 4 in the previous section. Each of the conceptual variables in that equation will now be discussed in more detail in order to specify a model that is empirically testable.

Second, we will specify the measures of empirical proxy variables for our dependent variable for employment. Our intent is to put some dimensions on employment in terms of duration, adequacy, and quality, both economic and non-economic.

Third, we specify the measures or empirical proxy variables for the numerous independent variables which we hypothesize as impacting on employment. We also provide the rationale underlying our hypothesis.

Empirical Specification of the Dependent Variable, Employment

As we indicated in the development of our conceptual model, our major focus is on identifying differences between WIN clients who have successful and unsuccessful employment outcomes. Thus, our dependent variable is a measure of employment status that we want to relate to the set of independent variables that measure the basic concepts incorporated in the model.

It is possible at the conceptual level to treat market work as though it were a continuum of hours and that persons could choose the exact number of hours they want to work. In the real world institutional arrangements do not allow such a wide choice. Thus, our major empirical dependent variables for the model is whether the person is employed or not employed at various points in time and the duration of employment during the time intervals we are studying.

Empirical Specification of Independent Variables and Hypothesized Impacts

The dependent variables (outcome measures must be analyzed in relation to independent variables that are suggested by the model. In the rather lengthly section which follows, we will introduce specific empirical variables that measure concepts from the model. Where possible, we then suggest the direction of the expected effect of the independent variables on the outcome variables. The expected effects or hypotheses must necessarily be framed on a *ceteris paribus* (all other things equal) basis. We realize that the effects of any one variable may be influenced by the presence of other variables. Our hypotheses related to the "true" effects of variables when the influence of other variables have been properly controlled.

Budget Constraint Variables

Y_n, N, UN Unearned Income, Materials Needs, and Unmet Needs

Y_n was defined earlier as the expected unearned real income that the family would receive if no one in the family were employed. For the family on AFDC, the portion of Y_n obtained in the form of cash grants generally equals the maximum welfare grant, since all other unearned income, such as OASDI, alimony, and income from relatives, is deducted from the maximum grant on a dollar-for-dollar (or 100% tax rate) basis. The maximum grant depends primarily upon geographic location (i.e., on state welfare standards) and family size.

In addition to cash grants, families may also receive various income-in-kind benefits; these goods or services received directly rather than in cash. Specific types of income in kind for AFDC recipients include medical care coverage under Medicaid, food stamps, and public housing. The maximum amount of food stamp bonus depends on geographic location (state welfare standards) and family size. The maximum amount of Medicaid benefits received depends on the geographic location (program regulations differ by state) and the family's state of health: the less healthy the family, the greater the amount of Medicaid benefits (assuming the program covers the particular medical needs.)

Our definition of the material need variable, N, assumed that material needs could be measured with reference to a certain standard. Thus, N was defined as depending on family size, age of children, geographic location, health conditions, and (in order to obtain a measure in real terms) the price level.

Because both Y_n and N, as defined, are functions of the same variables, we find it useful to combine them into a composite variable, UN, to indicate "unmet material need." This is defined as $N-Y_n$, measured in real dollars. We assume that the greater the unmet material need the greater the propensity to engage in market and/or home work. Since a wider range of material needs can be met through market work, we expect the major result of a high unmet material need to be an increase in market rather than home work. In terms of the variables we have earlier determined to affect Y_n and N, unmet material need is postulated to be a function of the following specific variables:

Family size: In general, the larger the family the greater both Y_n and N. AFDC Programs pay more as the family increases, but the grant structures are such that the pre-capita grant declines, implying that unmet need rises as family size increases.* Because family size appears to be positively

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If economies of scale in consumption exist, and if the grant structure reflected these economies exactly, then family size would not affect unmet need.

associated with unmet need, we expect family size, in this context, to be positively associated with employment outcomes.

Ages of children: The age composition of a family affects *UN*, and the most important aspect of this is the ages of the children. Older children have greater comsumption needs (Bureau of Labor Statistics, 1967,) a fact not generally reflected in welfare grants. Unmet need, therefore, can be assumed to increase as the ages of the children increase. We include this consideration through the use of variables that represent the age composition of the children into three age categories: younger than six, six through 12 inclusive, and 13 and older.

Geographic location: Geographic location has been seen to affect both components, Y_n and N, of unmet need. Since we apply our model in only one county, we can ignore this variable, for all practical purposes in our study.

Health care needs: We assume that within any one urban area that availability of Medicaid services is roughly the same for all WIN participant AFDC families. Thus, we assume need is not affected by health care needs.

Pregnancy: Pregnancy may be viewed as an adjunct of the age-structure variables in that it increases unmet need. The necessary medical care may be provided through Medicaid but any need for special food and clothing is not included in the welfare grant. Thus, pregnancy is assumed to increase unmet need.

The $30 Participation Allowance

This participation allowance should encourage clients to stay in the WIN Program in order to increase their income and be able to satisfy more of their material needs.* If length of time in WIN

**The allowance operates as an incentive rather than a disincentive because it depends on program participation and will not be continued if program participation ceases.*

and/or WIN completion is a positive factor in employment outcomes, then the participation allowance is a positive factor in employment outcomes, operating indirectly through participation in WIN. The participation allowance factor may be measured empirically at two different levels:

- The client's understanding that the $30 payment (which is mailed separately from the AFDC check in Ramsey County) is for participation in WIN.
- The client's satisfaction with the amount (the $30) of the participation payment.

Threat of Loss of AFDC Grant

The possible loss of the welfare grant for failure to participate in the WIN Program represents a potential reduction in unearned income. Therefore, knowledge of this possible loss of the welfare grant may increase successful employment outcomes because the person would not want to fail in the WIN Program. We will examine not only the knowledge of participants of this loss, but also how important it is in the employment-related behavior of WIN clients.

Unmet Material Need (Summary)

For AFDC Recipients who are also WIN participants, our model postulates that within a geographic area unmet material need differs according to the number of ages of the children and whether or not the recipient is pregnant. As unmet material need increases, the propensity to seek market work is assumed to increase. As will be seen below, however, some of the variables affecting unmet material need also affect other variables. Therefore, even though the change in a variable acts through unmet material need to suggest an increase in market work, it may also act through other variables to decrease market work. The dominant effect must then be established empirically.

$E(W_m)$ The Expected Real Net Financial Return from Market Work

As discussed earlier, this variable is intended to represent conceptually the labor-demand situation facing a given WIN participant and his knowledge of that situation. We indicated four factors as most relevant in the determination of $E(W_m)$: (1) the probability of employment in the jobs for which the WIN participant qualifies, (2) the wage rate obtainable in such jobs, (3) the expenses of employment, and (4) the way in which the welfare program "taxes" gross wages. (To obtain the real wage rate, a price deflator is also required.)

Each job open to the WIN participant has, of course, a wage rate associated with it. If the probability of finding each type of job for which the WIN participant qualifies is multiplied by the wage rate for that job and all products are summed, the total is an expected wage rate. This expected or mean wage rate is assumed to be different for clients with different characteristics. The relevant characteristics are those that either reflect skill differences (or, more broadly, human-capital differences) or are used as the basis for discrimination by employers. In order to move from gross wage rate to an expected net wage rate, it would be necessary to deduct the expenses of employment and the amount the AFDC program "taxes" gross wages. The following specific variables are hypothesized to affect the expected net return from market for the WIN participant.

Education: All other things equal, we expect that those who enter WIN having already obtained their high school diploma or GED will have better employment outcomes than those who have less than that amount of education when they enter WIN. We base this hypothesis on findings from our earlier study of AFDC mothers who participated in WIN I. In the present study, we propose categorizing WIN participants into those who enter WIN with less than eight, more than eight but less than 12, and 12 or more years of education (this latter category including those who have their GED, or possibly a separate category for clients with their GED.)

Training: Those who have received formal job skills training prior to WIN, should be expected to have better outcomes than those who have never received such training.

Work history: We hypothesize that those who have worked more in the past, thus presumably acquiring job skills, are expected to have better employment outcomes than others. We reason that employers would consider them to be more valuable at the time of job application operating under the assumption that past performance as a worker is the best predictor of future performance. Our measures of work history are the percent of time employed during the three years prior to WIN participation, with adjustments for time in school and for whether the work was part-time or full-time.

Age of WIN participant: Age is likely to be associated with other variables in our analysis such as education and number of children; however, this will have to be determined empirically and dealt with in our statistical procedures. Our basic hypothesis concerning age is that older clients will have better employment outcomes up to a certain age. Beyond a certain point, probably age 40 or 45, we expect age to have a negative effect on employment outcomes.*

Race: Our basic hypothesis is that blacks and Indians would tend to face some degree of discrimination in the labor market which would lower their expected wage rate from employment. Thus, we would expect that whites, with a higher expected return from employment, would have more favorable employment outcomes than blacks or Indians.**

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*Gurin (1970) found, with MDTA trainees, that women did not experience differential success related to their age, men did. White men, especially, got better post-program wages the older they were, up to age 45.

**Gurin (1970) found, with his MDTA trainees, that whites in the program had better employment outcomes than blacks. For wage rates, however, the results were mixed and differentiated by sex: white men and black men had the same wage rates, but white women had higher wage rates than black women.

Labor market conditions: *Ceteris paribus*, the probability of finding a job is assumed to depend on the relative scarcity of labor available for the various jobs for which the WIN participant qualifies. Thus, unemployment rates and employment rates (which often move in opposite directions from unemployment rates) in those markets and occupations most relevant for our client population are utilized, if data are available, in determining the probability of employment for the WIN participant once he has decided to week work.

The "$30 + 1/3" Income Disregard

This WIN incentive actually interrelates the client's unearned income and his expected return from market work. The expected net return from market work under the "$30 + 1/3" disregard system depends on the size of the client's welfare grant. The larger the welfare grant the smaller the expected return from market work, and therefore, the less likely the client is to work.

This hypothesis needs some further explanation. The WIN Program creates a "notch" effect in earnings. The "$30 + 1/3" provisions apply to women until they earn enough to offset the welfare grant. This "off welfare" level of earnings is defined by the following equation: $WG = 2/3\ (Earnings - 30.)$ Two women could have identical jobs earning $400 per month. If the welfare grant for one of these women was $200, her real earnings from market work would be $200. If the welfare grant for the second was $300, her real earnings from market work would be $153.

For men, the "$30 + 1/3" provision does not apply if they are employed full-time.* Two men could both have full-time jobs paying $400 per month. If the first was receiving a welfare grant of $200 prior to employment, his real return from working would

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**In Minnesota, men employed more than 100 hours per month are considered working full-time and no longer qualify for welfare benefits, hence the "$30 + 1/3" disregard is inoperative. Women and men in Public Service Employment also do not receive the "$30 + 1/3" disregard.*

be $200. If the second was receiving a welfare grant of $300 per month, his real return from working would be $100.*

Knowledge of the Effect of Earnings on the Welfare Grant

We examined participants' knowledge of how much of their earnings they are allowed to keep and how important this financial incentive is to employment behavior. Correct information about the treatment of earned income by the welfare department could increase or decrease the expected real return from market work. If the client initially thought all earned income reduced the welfare grant on a dollar-for-dollar basis, correct knowledge would increase the expected return from market work. If the client initially thought his earnings would not affect the welfare grant, correct knowledge would reduce the expected return from market work. Since most clients are probably aware of the income test to qualify for welfare, incorrect knowledge of the first type is likely to be more prevalent. Thus, we hypothesize that knowledge of the treatment of income would increase the expected net return from work and thus increase the probability of a favorable employment outcome. Since women's income is treated more generously than that for men, we expect this to have a greater impact on women than on men.

WIN Training

The expectation of earnings from market work could be increased by improving the skill level of the client through training in the WIN Program. An increase in the skill level of the client might increase his earnings expectation in two ways. First, it

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**Another way of looking at these explanations is in terms of tax rates. The marginal welfare tax rate for women is .66 and for men working full-time, 1.0; because this rate applies only until welfare taxes equal the grant level, the agerage tax rate depends on the size of the welfare grant. In the above example for women, the average tax rate is .5 for the one receiving a $200 welfare grant and .64 for the one receiving a $300 welfare grant. In the example for men, the average tax rate is .5 for the one receiving a $200 welfare grant and .75 for the one receiving a $300 welfare grant.*

might qualify the client for a higher paying job than in the past, and second, it should increase the probability of finding a job.*

Job Search Techniques

The expected earnings of the WIN client should be increased by improving his job search techniques such as personal interview skills, instructions on how to fill out application forms, etc. If the client feels a need for these skills and this need is met by the WIN Program, then the client whould feel that his probability of employment was greater, which in turn would raise his expected earnings and be positively related to successful employment outcomes.

Placement Services

WIN clients who feel a need for assistance in looking for a job and who believe this need is met by the WIN Program should experience an increase in their probability of employment. This would raise the clients' expected earnings and be positively related to successful employment outcomes.

Employability Plan

It has been discovered by previous research that many welfare clients do not have a good understanding of their employment prospects. Those clients who feel a need for a specific job-oriented goal and have this need met by the WIN Program should feel that their probability of employment is increased. The increase in the probability of employment would raise the expected net return from market work and should be positively related to employment outcomes. For these effects to occur, we expect that an employability plan not only needs to be developed for the client, but also must be clearly communicated through counseling.

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*"*Professional Trainees" whose principal motivation may be a short-term training bonus would tend to reduce the positive impact of the overall training program.*

Work Expense Payments

Expenses required to attain and hold a job reduce the expected net return from market work. Actual work expenses are a function of such factors as distance from the work site and type of occupation, among other factors. Work expense payments may be greater or less than actual work expenses. Thus, this variable has four dimensions: one is the client's actual work expenses; two is the client's knowledge of his actual work expenses; three is how much will actually be covered by WIN payments; and four is the client's knowledge of how much will be paid or covered by the government.

$E(W_h)$ The Expected Home Wage of the WIN Participant

The home wage rate of the WIN participant can be viewed as the production function of a multiproduct firm; it is actually a set of different rates, one for each good the WIN participant can produce. The WIN participant will allocate his home work time among alternative products according to three criteria: (1) the marginal utility of the goods he can produce, (2) his productivity in the production of these goods, and (3) the non-pecuniary gains or costs obtained from the work itself. These non-pecuniary elements are included in the taste variables which we discuss later.

Thus, we see that measurement of the home wage, in contrast to measurement of the market wage, includes both the productivity of the WIN participant and the utility of the goods he can produce. If he is highly skilled in home health care, for example, but his family is healthy, this potential component of his home wage rate would be valued at far less than the market price of home health care. This measure of the home wage rate is conceptually quite illuminating; unfortunately, neither productivity nor utility measures are available from existing data for empirical estimation with our model.

To make the home wage rate concept empirically operational, we have assumed that each WIN client has a minimum level of home goods that must be produced before entering market work without a conflict. The time required to produce these home goods could be considered their minimum expected home work. If market work conflicts with the performance of home work, then the client must "trade-off" between the two alternative uses of his time. For most clients we would expect at least some degree of conflict between home work and market work. Thus, variables which increase the minimum expected home work of the client would have a negative impact on market work; and variables which reduce the minimum expected home work would have a positive impact on employment.

Family Size: We expect that the larger the number of children in a family, the greater the minimum expected home work. Thus, in this context, family size is expected to have a negative effect on market work.

Ages of Children: We expect that younger children create the greatest need for work to be performed in the home. Thus, we expect that the ages of children would be positively related to employment outcomes.

Pregnancy: The impending infant care associated with a pregnancy is expected to increase the need for work to be performed in the home. Thus, we expect pregnancy to have a negative impact on employment outcomes.

Child Care Through WIN

If child care is provided by WIN, then one of the tasks that occupies the mother's time at home will be removed. This means that the required time for home work will be less which should make market work more attractive relative to home work. Thus, we expect child care to be positively associated with employment outcomes.

This variable may operate on two levels. One level is whether or not child care was provided. The second level is whether the mother felt the child care was adequate or acceptable to her and to her children.

Home Management Counseling Through WIN

If the client feels a need for advice in managing the home while working and this need is satisfied through WIN counseling, then the conflict between home work and market work should be reduced. Advice and training in such matters as meal planning, budgeting and home maintenance should make the client more productive in their home work, reducing the number of hours required to complete home tasks. This service, for those who need it, should be positively related to successful employment outcomes.

Other Adults

As noted earlier, market and home wage rates exist for all members of the family or household. Information on the characteristics of other household members can be measured in terms of the ages of the children and whether or not other adults are in the household. Both older children and adults can produce home goods or work for wages in the market. The decision with regard to market work for older children will also be affected by the taste of the family for school attendance.

In general, we cannot predict the direction of the effect of the home and market wage variables for other household members. It appears that the greater the market wage attainable by others, the lower the probability of market employment by the WIN participant; conversely, the greater the home wage of others, the greater the probability of employment by the WIN participant. Empirically, we sought to determine whether the presence of other adults increases or decreases the employment and earnings of WIN participants. We also sought to determine whether marital status (indicating potential presence of another adult) affects employment outcome.

Utility Variables

T_m, T_h, T_l Taste for Market Work, Taste for Home Work, Taste for Leisure

The probably effects of the taste variables on market employment are relatively clear. For example, given a certain consumption of leisure, the greater the relative taste for market work by the WIN participant, the greater the probability of employment; the greater his taste for home work, the lower his probability of employment (or the greater the probability that employment will be part-time.) It should be noted that these tastes are actually vectors; the taste for market and home work depends on the specific nature of the activites involved. Market work in an office could be viewed differently from work for the same wage rate in a factory, and similarly for the various types of home work.

The potential effect of taste on work has significant implications for attempting to explain work behavior of WIN participants. For example, our model predicts that education through its impact on the expected wage rate, will be positively correlated with work. When the psychological consideration of intrinsic taste for work is entered into the model, then the claim is: given a certain level of taste for work, education is positively related to work.

We, thus, postulate for our model that a WIN participant's tastes are important in his eventual employment outcome. These tastes are, of course, influenced by such participant characteristics as race, age, education, work history, etc., but our intent is to attempt to isolate the effects of the taste variables on work status outcomes so as to point to possible ways in which the WIN Program could be improved.

While we cannot measure tastes directly in the manner that one can calculate income, there are measures that we used as proxies variables for taste and then to determine the impact of these variables on employment and earnings outcomes. If these measures turn out to have a significant relationship to outcomes, other things being equal, it would suggest areas that the WIN Program could concentrate on to enhance the rate of successful outcomes.

In terms of our overall model framework, the taste variables represent the utility that can be gained from activities that is independent from the income (either money income or income-in-kind) that may derive from an activity. The incentive to seek market work in this context is to obtain the utility (satisfy needs) that one gets from work activity and the various roles one assumes as a labor market participant.

There are two major variables which we hypothesize will affect the taste for market work. These are "expected job satisfaction" and "self-confidence" about getting a job. Our general hypothesis is that the greater the expected job satisfaction and the greater the self-confidence about getting a job, the greater the taste for market work and the more likely a successful employment outcome will occur. Both expected job satisfaction and self-confidence about getting a job are general variables which we translate into a number of measurable components.

Expected Job Satisfaction

Past job satisfaction: We hypothesize that the greater the job satisfaction in the past, the greater the expected job satisfaction.*

Satisfaction with WIN job (if client has one): We hypothesize that the greater the satisfaction with the WIN job such as job entry job, on the job training or public service employment, compared with an ideal, the greater the expected job satisfaction.

**A scale to measure job satisfaction in a specific context was used in this project. The job satisfaction scale includes the following items: ability utilization, achievement, activity, advancement, authority, comparative compensation, creativity, recognition, responsibility, security, variety, working conditions, the chance to earn enough money to get off welfare, and the chance to earn more than one gets from just being on welfare.*

Satisfaction with WIN job goal: We hypothesize that the greater the satisfaction with the WIN job goal, the greater the expected job satisfaction.

Attitudes of fellow WIN participants and family regarding client's WIN job goal: We hypothesize that the more acceptable the client's WIN job goal is to his family and his fellow WIN participants, the greater his expected job satisfaction.

Attitudes toward work: We hypothesize that the more highly the client values work in general, the greater his expected job satisfaction. These attitudes include the following:

- Work ethic (or the internal stigma of not working) - We hypothesize that the stronger his work ethic, the greater his expected job satisfaction.
- Perceived benefits to family of his working - We hypothesize that the greater the perceived benefits to his family from his working, the greater his expected job satisfaction.
- Acceptability of non-work sources of income such as welfare and illegal sources - We hypothesize that the less favorable the client views non-work sources of income, the greater his expected job satisfaction.

Perceived hassles of work: We hypothesize that the fewer "hassles" regarding working that the client expresses (hassles which include difficulties in finding child care, transportation, etc.), the greater his expected job satisfaction.

Willingness to overcome hassles (i.e., incentive to work): We hypothesize that the more willing the client is to overcome "hassles" connected with working (hassles which include travel time, dealing with bosses and new lines of work, possible non-steady work, dull work, the need to be in the WIN Program,) the greater his expected job satisfaction.

Preferences for other roles and activities and the extent to which work is seen as interfering with these: We hypothesize that the less expressed preference for non-work activities and roles over work, and the less work is seen as interfering or competing with these roles and activities, the greater the expected job satisfaction.

Attitudes toward welfare programs: These attitudes include the following:

- General dissatisfaction with welfare programs - We hypothesize that the less satisfied the client is with welfare programs, the greater his expected job satisfaction.
- Availability of welfare - We hypothesize that the stricter the client's view about what kinds of people should get welfare, the greater his expected job satisfaction.
- Tolerance of welfare abuse - We hypothesize that the less tolerant of welfare abuse he is among others, the greater his expected job satisfaction.
- Stigma felt by client for being on welfare or in welfare employment (OJT, PSE, WIN) - We hypothesize that the more stigma the client feels about being on welfare or in a job provided by or subsidized by welfare, the greater his expected job satisfaction from regular employment.

Attitudes and behavior of others regarding welfare work: These attitudes and behaviors include:

- Stigma about welfare expressed by non-welfare friends and relatives - We hypothesize that the more stigma about welfare expressed by non-welfare friends and relatives, the greater the client's expected job satisfaction.

- Client perceptions of attitudes of community in general toward welfare - We hypothesize that the more stigma concerning welfare which the client perceives in the community in general, the greater his expected job satisfaction.
- Embarrassment of client's children for being on welfare - We hypothesize that the fact of his saying that his children have been embarrassed about being on welfare will be related to greater expected job satisfaction for the client.
- Whether family and friends are on welfare or working - We hypothesize that having one's family and friends working rather than on welfare will be related to greater expected job satisfaction for the client. This relationship will be influenced, however, by whether or not the client sees these people infrequently and whether or not he values their opinions.

Client's Self Confidence Relative to Getting a Job: The second major non-economic variable which will affect employment outcomes is the client's self-confidence relative to getting a job. We would hypothesize that the greater his self-confidence relative to getting a job, the greater his taste for market work. We expect that the following measurable variables will affect self-confidence relative to getting a job, and hence taste for market work.

Personal efficacy or sense of ability to control rewards by one's own actions: The greater his sense of personal efficacy, the greater the client's self-confidence about getting a job.

Confidence in his ability to perform as well as others in the WIN Program: We hypothesize that the more confident the client is in his ability to perform in WIN as well as others, the greater his self-confidence about getting a job.

Job interview anxiety: We hypothesize that the less his job interview anxiety, the greater his self-confidence about getting a job.

We have specified a large number of empirical variables that are related to the basic concepts in our model of WIN employment. This *a priori* selection of variables gave us the guide for developing a questionnaire that should be appropriate for this project. The chief requirement of the questionnaire from an analysis perspective was to measure the variables that have been specified in the model so that the suggested hypotheses can be tested.

LINKING THE MODEL TO THE QUESTIONNAIRE

Introduction

In the presentation of our model we set forth a substantial number of variables along with our hypotheses concerning the impacts of these variables upon employment or market work behavior and outcomes. In the model we progressed from the conceptual level to the empirical level; i.e., to the specification of variables which were measurable. Now we wish to move yet another step to an explanation of how we measured these variables. More specifically, we now discuss the kinds of questions we asked in interviews of our sample population in order to measure the impacts of these variables upon employment.

Our format in this section is to first recall to the reader a hypothesis from the model; the expression of which indicates the variables to be measured in testing the hypothesis. We then move to a description of the questions or kinds of questions we asked in measuring the relevant variables. We deal here at a general level with the important concepts of our model and a narrative discussion of relevant measurement questions. The questionnaires actually employed in the interviews are contained in the Appendix.

While in this section we mainly discuss the substance of the information we sought, it is important to note that this information came in various "forms" -- all of which, however, served to complete our measurement goals. The "forms" of the information we sought were:

- actual measurement of some factual items such as amount of unearned income;
- indicators of some of the more difficult-to-measure concepts such as unmet need (the indicators -- hypothesized proxies or substitute measures -- of which were number of children, ages of children, and health of household members;) and

- combination indices or attempts to quantify other concepts such as job satisfaction. Our index of job satisfaction involves measurement of the importance to the respondent of each of a number of separate aspects of an ideal job, then comparison of one's measured satisfaction on each aspect for one's past, present, or expected future job with the measure of how important each aspect was.

We break this discussion into our now familar basic distinction between financial and non-financial aspects of the employment decision.

The Measurement of Financial (Budget Constraint) Variables

Unmet Need

We hypothesize that the greater the amount of unmet material need in the participant's family, the more likely he is to choose market work.* Unmet material need, in our conceptualization, consists of total material need minus the measured income from welfare grants or elsewhere which serves to satisfy needs. We acknowledge the difficulty of determining amount of "unmet need". Other researchers have tried asking how much more money people thought they needed and found that question to be nearly impossible to answer. Nonetheless, logic would lead us to expect that the greater his unmet need, the greater the client's desire to work. Therefore, we measured both total material need and measured income.

We inquired into three objective indicators of probable amount of total material need: number of children, ages of children, and the health of household members, (including the pregnancy of the client.) We attempted to measure amount of unearned

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All of the hypotheses summarized here are stated in terms of the assumption of "all other things being equal."

income by asking the former WIN participant, at the time of follow-up (when he has presumably completed his WIN training and should be working) how much current income he is receiving from welfare grants, income-in-kind (including food stamps, rent subside or public housing, free or reduced rate school lunches and medical coverage,) OASDHI, other public and private pensions, income from assets and gifts, whether there are any other adults (including a spouse) in his family who live with him, whether they are working and, if so, the amount of take-home pay they contributed to the family last month.

Expected Earnings from Market Work

We hypothesize that the greater the "earning expectations" of the client (in other words, the greater the expected financial return per unit of time from market work,) the greater his desire for employment. This concept of expected financial return encompasses both the expected worth of work and the probability of working. From a subjective perspective, we asked the client how much he expects to earn (and on what job) when he completes WIN, the highest earning he is capable of earning now (and on what job,) what he thinks his net earnings (given work expenses and the welfare tax) will be and his chances of getting a job he wants.

Expected Home Wage

We hypothesize that the greater the need of the client to be at home and the greater the expected financial return from work at home, the less the client will desire market work. While this concept of "expected home wage" cannot be measured directly, it can be inferred from such measurables as ages of children (younger ones demanding more time,) health of household members (the assumption being that having in the household someone such as a bedridden person who requires full-time care would increase the client's time and energy.) We also inquired as to the extent to which home needs are supplied or would be supplied by others in the event of absense from the home for market work; specifically the extent to which appropriate child care, health care and/or homemaker services were received from welfare.

The Measurement of Non-Financial (Taste) Variables

Whether or not a WIN participant will desire to work after finishing WIN will also depend, we believe, on his "taste" for market work, which we define as his expectations of market work satisfying his non-financial needs. These are the needs which can be met, in general, by the activity involved in working as distinguished from the money which is a product of working. Taste for market work is an elusive concept, the measurement of which we approached by using two main indicators, "expected non-financial job satisfaction" and "self-image" relative to one's ability to manipulate one's environment. We present below the indicators which we used to measure these two concepts.

Expected Non-Financial Job Satisfaction

We hypothesize that the greater the expected non-financial job satisfaction for the client, the greater will be the desire for employment. One can express overall satisfaction with a job -- i.e., one can generally like it or generally dislike it. One can also like or dislike particular aspects of the job. Our indicators included both the indices of general overall satisfaction and the indices of satisfaction with specific aspects. Further, one can compare one's satisfaction with particular aspects of a job with how important it is to one to be satisfied with each of these aspects, resulting in quantities or indices of "dissatisfaction." The particular aspects of the job which could contribute to job satisfaction and which we measured are contained in our model.*

Keeping these concepts in mind, we now move to a discussion of the indicators of these conceptions which we measured. First, we hypothesize that, if he ever worked in the past, the more satisfied the client was in his last job the higher will be current expected job satisfaction. Therefore, we asked him what his last job was and attempted to measure his recollected job satisfaction.

Second, for the client who is now working as part of his WIN Program (in a job-entry job, or even on-the-job training or public service employment,)** we hypothesize that the more he likes his WIN employment experience the more likely he is to expect to be satisfied with any future employment. Therefore, we measured his satisfaction with his WIN job, using the job satisfaction measurement concepts described above.

Third, for the client who is now in WIN and knows what job WIN is preparing him for, but has not yet reached the stage in the program where he has a job, we hypothesize that the more he likes that job goal, the more he will expect that working will satisfy his needs. Therefore, we asked the WIN participant whether he has a job goal, what it is, and how satisfied he thinks he will be with that job once he gets it.

In addition to his own opinions, for the client who has had past employment, has a current job, or has a WIN job goal, we expect that the opinions of his family and peers about particular jobs will influence his own perceptions of it. Therefore,

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**The items are: (1) ability utilization; (2) achievement; (3) activity; (4) advancement; (5) authority; (6) employer policies and practices; (7) comparative compensation; (8) co-workers; (9) creativity; (10) independence; (11) moral values; (12) recognition; (13) responsibility; (14) security; (15) social service; (16) social status; (17) supervision/human relations; (18) supervision/technical; (19) variety; (20) working conditions; (21) chance to earn enough money to get off welfare; (22) chance to earn more than one gets from just being on welfare.*

***Both of these in Ramsey County are considered by WIN to be subsidized employment.*

we asked what his family and other peer groups think of his past, present, or expected jobs.

The WIN participant brings with him a set of notions about the morality and worth of working in general. Phychological theory suggests if the client thinks that work is a "good" thing he will be most comfortable with himself if he behaves in accordance with his values. Thus, we hypothesize that the greater the client's "work ethic" the greater his expected job satisfaction. Therefore, we measured the client's work ethic. We asked him whether he thinks it is worth it to him to work and whether his working will benefit his family in the long run, and we asked him to rank a set of possible sources of income (including working, welfare and illegal sources) according to their acceptability to him.

We hypothesize that the fewer barriers or "hassles" the client perceives with regard to working, the more likely he is to expect job satisfaction in the future. Therefore we asked those who were not employed what their reasons were for not working (including the need for good and/or free child care, the need for transportation, the need to get more training, lack of self-confidence with regard to job-seeking, ill health and age).

While the client's perception of barriers and/or hassles which might make working difficult or distasteful for him will be an indicator of his expected job satisfaction, we feel that an even stronger indicator will be that client's expressed willingness to overcome those barriers or hassles. Therefore, we asked him how much hassle he would be willing to tolerate with regard to travel time, pay level, bosses, new lines of work, steadiness of job, uninteresting work, the need to get additional training, the need to get child care, the need to gain confidence in job-seeking skills.

We believe that an important indicator of expected job satisfaction is the client's expressed preferences for other competing roles and activities. We hypothesize that the less his expressed preference for roles and activities which would compete with market work for his time, the more likely the client will be to expect work to satisfy his needs. The other roles and activities include roles of being a parent, spouse, friend, citizen, etc.; and include activities such as careful shopping, doing things around the house, cooking, having a social life, and getting enough rest. We asked him what he would most like to do if he weren't working, and whether he would work (and to what extent) if he had enough money to meet his needs without working. We also asked whether he feels that working would result in the better or worse performance of a number of competing roles and activities.

Another indicator of expected job satisfaction is a set of indices which measure the client's attitudes toward welfare. We hypothesize in general that the less the client views welfare as being acceptable and well run in our society (in other words, the less satisfied the client is with the hassles of welfare, the more stigma he feels about getting welfare, and the less lenient he is about who should be on welfare,) the greater his expected satisfaction with his welfare grant, numbers and types of "hassles" he perceives in the welfare system, his opinions on the types of people who should get welfare, his tolerance for people who abuse welfare privileges, and the extent to which he perceives the receipt of welfare as being stigmatizing.

Finally, we feel that the extent to which a client will expect a job to be satisfying can be indicated by the attitudes and behavior of other persons regarding welfare and working. In general we hypothesize that the more the client's friends and relatives favor work over welfare, the more likely he is to expect satisfaction from work. Therefore, we asked the recipient the extent to which he feels ashamed or embarrassed in the presence of friends and relatives who are not on welfare, the extent to which he thinks people in the community are hostile to welfare recipients, whether or not his family and friends are on welfare or working, how often he sees these friends and relatives, and how much he values his friends' opinions.

We also measured general and specific satisfaction with the WIN Program in terms of its relationship to eventual employment outcomes. We would hypothesize that satisfaction with WIN, as a preparation for and introduction to work, will increase expected job satisfaction and correlate positively with taste for work and eventual employment outcomes. If WIN satisfaction has this positive bridging effect to desired outcomes, we sought to understand what aspects of WIN cause satisfaction or dissatisfaction.

Therefore we asked the client how important to him are a number of general monetary* and non-monetary aspects of the program, and how satisfied he is with each of these general aspects. Our resulting index measures degree of his dissatisfaction with the program. We also asked him how important to him are a number of specific aspects of the WIN components he has been in, how important to him are the services welfare is providing him while he is in WIN and how satisfied he is with these specific aspects of WIN and welfare services while he is in WIN. Resulting indices measure his degree of dissatisfaction with these aspects. Some of the aspects of the WIN Program and accompanying welfare services are:

- Adequacy of support money while in the WIN Program
- Financial penalties for not participating or for being absent
- Transportation and travel time
- Clarity of program goals
- Supportiveness of staff
- Friendliness of peers in WIN

**Arguable, any questions regarding monetary aspects of WIN could be included in the earlier discussion of financial variables. However, the satisfaction with WIN we wish to measure here is basically non-financial in nature; i.e., does a satisfying experience in a work preparation program increase expected job satisfaction and eventual employment?*

- Feeling of accomplishment
- Recognition for doing good work
- Autonomy regarding choice of WIN job goal and employment plan
- Fairness of WIN policies and treatment by staff
- Relevance of WIN experience to job goal
- Quality of training and education program
- Expectations concerning outcome
- Amount of time wasted in the program
- Child care arrangements
- Housing help
- Health help
- Legal services help
- Budget help
- Homemanagement help
- Homemaker help

Finally, we asked the client whether, looking back, if he hadn't been required to participate, he would have volunteered for WIN. This indicator measures how willing he is to tolerate the hassles of having to participate in WIN.

The Client's Self-Image

The other major indicator of taste for market work which we measured is the client's self-image. In general, we hypothesize that the more the client views himself as a competent worker who can get a job and achieve desired rewards through his own efforts, the greater his taste for market work and the more likely he will be to choose market work. Because the measurement of "self-image" is perhaps even more elusive than the measurement of the "expected non-financial job satisfaction" concept, we approached the measurement task by using a number of indicators of self-image.

One such indicator is an index of "personal efficacy."

We asked the client about his experiences in being able to control rewards by his own actions.

Expressed job interview anxiety is another indicator of self-image. We asked the client how nervous he usually is before a job interview and while he is awaiting the results of the interview.

Another indicator of self-image is the client's expectation of reaching his WIN job goal and in getting his ideal job. We asked him what he perceives his chances to be of reaching these two goals.

Another indicator of self-image is the client's confidence regarding his being employed in a year. We asked him what he thinks his chances are of working 12 months from now.

Our final indicator of self-image is the client's expressed confidence in his ability to perform well in WIN. (This indicator relates to our hypothesis noted earlier that a good WIN experience will correlate positively with eventual employment outcomes.) We asked the client how he thinks his performance compares with that of others in WIN. We asked the client how confident he is in his ability to complete WIN. We hypothesize that answers expressing confidence in one's abilities and progress in WIN will be positively related to employment outcomes.

Measurement of the Quality and Quantity of Employment Outcomes

Our theoretical model attempts to explain annumber of dependent variables, all of them related to employment. We have discussed the variables we believe will help explain one of these dependent variables, namely, desire for market work. We sought to study other indicators of employment: actual employment status, duration of employment, frequency of employment, earnings, degree of welfare dependency, plans to remain on welfare, labor force status (i.e., whether actually looking for work or not), type of job sought compared with best ever held, search methods used after WIN compared with methods used prior to WIN, and job satisfaction.* We asked the client for information to help us to compute all of these indicators of our dependent variable, employment.

**Satisfaction with last job, WIN job, and expected satisfaction with WIN job goal are all independent variables; satisfaction with employment at time of follow-up is a dependent variable.*

PART D

FIELD WORK PROCEDURES
AND DATA COLLECTION RESULTS

FIELD WORK PROCEDURES

Interviewer Screening and Hiring

Most important in rating potential interviewers on this project was previous experience. We hoped to hire individuals with experience in gathering attitudinal, employment, and demographic information, but remained open to those whose experience was in product research, opinion polls, or market surveys. The desired educational attainment was set at "some college", which we were prepared to waive in lieu of other favorable factors. We were also seeking to have our interviewers generally reflect our client population in terms of age, sex, and race.

We strongly desired interviewers who were familiar with welfare policy and accepting welfare recipients, and who would not discriminate against respondents because of race, neighborhood, type of housing, etc. Finally, we looked for persons who would be interested in the purpose of the survey, and who would view it as potantially important to the improvement of the WIN Program.

Of next importance in our hiring criteria were residence and capability for the necessary level of effort. We elected to hire only persons residing outside Ramsey County, reducing the likelihood that an interviewer would know a respondent or his family, and thereby safeguarding respondent confidentiality. We also questioned the applicants closely regarding potential fatigue, owing to the unique demands of the survey. Inasmuch as there were two separate questionnaires for Wave I, one applying to past and one to present WIN participants, each of which took approximately one hour to administer, we wanted to hire only those who felt they could perform consistently over a three-month period.

We ultimately hired fifteen interviewers for the first wave of interviews. None had ever received welfare benefits nor participated in the WIN Program. Eight interviewers were women. Seven were men, three of whom were members of a minority racial group. The age range was from 25 to 48, with an average age of 35 years.

All interviewers had previous survey experience. Five were professional interviewers, defined as those whose major income-producing activity was interviewing. Five were experienced at interviewing, but were unemployed and looking for full-time employment appropriate to their major area of training and work experience. Two were housewives working as part-time interviewers; one was employed full-time with a social action agency and supplemented his income by interviewing. The final two were students whose experience consisted of interviewing and other data collection for academic research.

For the second wave of interviews, we rehired six interviewers who had participated in the first interviewing effort. These six (five women and one man) demonstrated their reliability and competency during the first wave of interviews and were chosen because they were the most productive interviewers we had had.

Interviewer Training

The interviewers participated in 17 hours of training prior to the start of WAVE I field work. The first session included an overview of InterStudy, the relationship between the Department of Labor (DoL) and InterStudy in the present project, and basic information on poverty and welfare in the nation. The WIN Program was explained with some emphasis on the difference between WIN I and WIN II. The purpose of the Ramsey County WIN Survey was discussed, the study's concepts, and the relationship between the data collected and project goals.

Remaining sessions centered on the two questionnaires (WIN I and WIN II,) explaining them and alerting interviewers to problems likely to be encountered in the field. Parctice in administering the questionnaires was provided through role-playing. The interviewers split into groups and took the role of respondent or of interviewer, alternating between the two. A final question and answer session clarified those items or procedures not yet thoroughly understood.

Two training sessions were held for the returning interviewers for the Wave II interviewing effort. The first session included a brief informal review of the project and preparation for the specific field work of this stage of the project. The second session was spent in live practice in administering the questionnaires followed by a question and answer session.

Questionnaire Pretesting

The InterStudy staff was largely responsible for pretesting all the questionnaires. But, two professional interviewers (one of whom worked on the main interviewing effort) were hired to participate in the pretesting of the Wave I questionnaires. Results were analyzed and incorporated into the final questionnaires, and items were noted that needed special attention during training and the data collection effort.

Respondent Contact Procedures

For the first wave of interviews, introductory letters were sent to each respondent selected into the sample, informing of the survey, indicating the random selection of names, and stating the five-dollar honorarium for participation. All envelopes were stamped, "FIRST CLASS ADDRESS CORRECTION REQUESTED." For the second wave of interviews a letter was sent informing respondents that they had been selected to participate in the follow-up interview, and that they would again receive $5 for their participation.

The letters were sent approximately two weeks before clients were assigned to interviewers to allow time for mail delivery, forwarding, or return. On occasion, however, a change-of-address card would come from the Post Office or a letter would be returned, as much as six weeks after mailing.

All returned letters were checked for more recent addresses in the Minneapolis and St. Paul telephone directories, through telephone operators, city directories, or an employer for WIN I successful terminees, if noted on their Termination Record.*

WIN II respondents were asked for names and phone numbers of two friends or relatives who would likely know any change of address that occurred between the two waves of interviews. If a second wave letter was returned, these contacts were checked for more recent address of the respondent.** If another address was found, an introductory letter was sent to the new address and the change noted in our master file. If no alternative address was found, a green cellugraf tab was placed on the master file card, indicating "unable to locate", and that individual was not assigned to an interviewer.

Interviewer Assignments

Master file information was typed onto interviewer "Assignment and Contact" forms. These forms and a check for $5, payable to the respondent at the conclusion of the interview, were clipped to the appropriate questionnaires and assigned to interviewers weekly, primarily on the basis of location of

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**We requested information on the location of the individual for survey purposes, but did not reveal the nature of our survey or the client's previous participation in WIN or AFDC.*

***We requested information on the location of the individual for survey purposes, but did not reveal the nature of our survey or the client's previous participation in WIN or AFDC.*

clients. We initially tried to match client and interviewer on the basis of race and sex, but dropped this after a very short period, because we had no black female interviewers, had more female interviewers than male, and found that our female interviewers consistently produced more completed interviews.

A master list was prepared that included client code number, name, check number, and a place for results. Respondent names on these weekly lists were placed in numerical order corresponding to the check that had been prepared to accompany the assignments. These lists made it possible to summarize the weekly outcome of our field work.

Each questionnaire was checked in on the master list weekly, as it was returned. Questionnaires were checked in as "CI" (completed interview,) or "RE" (returned questionnaire.) Interviewers were allowed to keep questionnaires for those clients they felt they would be able to interview within a week or two. These were checked in as "HO" (holdovers). Each interviewer initially received a weekly assignment of ten respondents. The results of the first three weeks showed interviewers had some difficulty locating respondents at their homes. After the third week, and all during Wave II, the assignments were increased to fifteen respondents for each interviewer, allowing the interviewer to make more money, and in many cases, work more efficiently in locating the respondents. Once a respondent was assigned to an interviewer, it was that interviewer's responsibility to get in touch with the respondent, set up an interview appointment, and follow through on the interview. The project control staff, however, frequently investigated a respondent's whereabouts and sent a follow-up letter if possible. (Our interviewers strongly believed that the $5 payment to respondents was the single most important factor in securing their cooperation.)

The status of the field work was checked every week to see how many interviews were complete, how many were currently assigned, etc. If a particular group contained too few completed interviews, more assignments or reassignments were made for clients in that group.

Locating the Hard-to-Find

Incomplete returned questionnaires were divided into four categories, based on the reason for return. The first category included clients whom an interviewer had located, but who refused to participate in the survey. These were reassigned to a different interviewer, with a different match on sex or race. If a client refused to participate a second time, he or she was not assigned again.

A second category of returned questionnaires included WIN participants who were contacted personally, but for whom an interview was not arranged because of a conflict of schedules, etc. This category also included clients who, though not contacted personally, had relatives, neighbors, etc., who assured the interviewer of the client's correct address and phone number. Questionnaires falling into this category were reassigned, either to the same or a different interviewer, for additional attempts.

A third group of returned questionnaires included clients that interviewers were unable to locate. Even though we had not received an address correction from the Post Office or a returned letter, we found that we had incorrect addresses for a large number of WIN participants in our sample. This was particularly true of WIN I clients. InterStudy staff again checked for current addresses in the Minneapolis and St. Paul telephone directories, city directories, etc. Again, another introductory letter was sent to an alternative address, if found, and the potential respondent later reassigned.

There were still a large number of people for whom InterStudy staff could not find a more current address. We assumed that the first letter had been delivered, somehow, and sent a second letter to the same address, enclosing a return postcard. Out of 126 second letters sent, 18 letters and 4 change-of-address cards were returned to us by the Post Office, none of which had been returned upon the first mailing. One client phoned, and three sent the enclosed postcard back with an address change. These clients were reassigned to be interviewed.

Finally, some returned questionnaires were placed in a fourth "impossible to get" category in our sample. We determined these from information received by the interviewers or by InterStudy staff. Some of the reasons for placing returned questionnaires in this category were that the respondent's friends, relatives, or neighbors had said the client had moved out of the area, was in the workhouse or prison, was in a state hospital or sanitarium, or had died.

Interviewer Pay

We combined a bonus incentive pay plan with a basic flat rate of $7 for Wave I and $8 for Wave II per completed interview. The flat rate was deemed large enough to cover portal-to-portal time and mileage, assuming the interviewer was well organized and made advantageous use of the telephone as well as personal meetings.

The Initial incentive plan in Wave I paid $5, $10, or $20 in total bonus money to each interviewer completing an eighth, ninth, or tenth interview, respectively. The plan was revised, however, when only $40 in bonuses were earned through the first three weeks. The revised plan offered a $2 bonus, beginning with the fifth completed interview, and increasing by one additional dollar for each interview through the twelfth, at which point the bonus remained at $10 per completion thereafter. The bonus plan for Wave II was essentially the same as the revised plan of Wave I except that it started with the sixth completed interview and increased from $2 to a maximum of $7. This new plan with the base rate of $8 rather then $7 provided greater earnings to the interviewers up to and including thirteen completed interviews per week.

Field Supervision and Quality Control

The staff, especially the field work supervisor, provided field supervision weekly, clarifying issues, questions of policy, questionnaire administration, etc. In addition, the staff provided quality control monitoring of interviewer performance. A random selection of approximately 10% of the questionnaires returned as finished were examined for accuracy and completeness. Each respondent in this selection was asked specific questions by phone that could be verified by their questionnaire.

Results of this check showed that 85% of the completed interviews were correct and complete. The remainder were complete, but showed discrepancies between the questionnaires and the phone call in the same particular responses. Further analysis showed that most of the errors concerned WIN I respondents, who had terminated the program two to four years ago, and who had some difficulty in remembering specific information.

InterStudy
123 East Grant Street, Minneapolis, Minnesota 55403/telephone (612) 338-8761

During the next several months, InterStudy (a private non-profit research organization) will be conducting a survey of past and present participants in the WIN Program. The purpose of the survey is to suggest ways in which the WIN Program could be improved for people who participate in it in the future.

Your name has been selected at random from lists of all past and present WIN participants supplied to us by the government, and you are in the sample of people to be included in the survey. The survey will take about one hour and we will pay you $5.00 for your time. We want to find out how well you liked the program, what some of its problems are, and what could be improved.

We are not connected with either the state or local WIN agency or with the welfare department, and no one at either agency will know that you have talked to us or what you have said. All information will be identified with code numbers, not names, and absolutely no one outside of our research staff will ever know that we talked to you. The information you supply will be used for research purposes only.

In the near future, one of our professional survey interviewers will be calling you to schedule an appointment at your convenience. The survey interviewers have been provided with identification cards. Please ask the interviewer to show you his identification card when he comes to your home.

We ask for your interest and cooperation to help make this survey a success. Thank you for any help you can give us. If you would like to know more about this survey, please call me at 338-8761, ext. 339.

Cordially,

Ronald E Fine

Ronald E. Fine
Project Director, WIN Survey

InterStudy
123 East Grant Street, Minneapolis, Minnesota 55403/telephone (612) 338-8761

During the next several weeks, InterStudy will conduct the follow-up phase of the WIN survey you participated in early last year. The purpose of the survey is to suggest ways in which the WIN program could be improved for people who participate in the future.

Your name has been selected from the group of people interviewed last year, to be included in the second round of interviews. One of our professional interviewers will be contacting you to complete this final interview, which should take about thirty (30) minutes. At the end of the interview, we will again pay you $5.00 for your time and assistance.

All of the information you share with us will be used for research purposes only, and will be identified by code numbers, not names. We ask for your interest and cooperation; recording your experiences in the WIN program are vital to the success of this survey.

Thank you very much for your help. If you would like to know more about this follow-up phase of the survey, please write or call Sue Henke at 338-8761, extension 321.

Sincerely yours,

Earl Hokenson
Earl Hokenson
Project Director, WIN Survey

Interdisciplinary studies for policymakers

Front of Card

MASTER FILE CARD

Code: ____________

Name: ______________________________ Case Number: ____________

Address: ____________________________ Phone: ____________

WIN I ______ [successful ____; unsuccessful _____]

WIN II ______

Sex: ____ Race: ____ Birthdate: ________________

Interview: Completed ______________

Not completed (explain) ____________________________

____

Coding: Completed ______________

Not completed (explain) ____________________________

____

Back of Card

Code: ______________

Introductory Letter Sent: _____ By: _____ Date: _____

Assignment Group Number: ______

Interviewer: ________________

Thank You Letter Sent: ________ By: _____ Date: _____

ASSIGNMENT AND CONTACT FORM

INTERVIEWER ____________________

RESPONDENT'S NUMBER ☐

ASSIGNMENT GROUP ______ DATE __________

FINAL DISPOSITION:

COMPLETED INTERVIEW __________

WIN GROUP ________

UNCOMPLETED CALL BACK __________

SEX ____ RACE ____ BIRTHDATE __________

NAME ____________________ ADDRESS ______________ PHONE __________

(CHANGES) ____________________ ADDRESS ______________ PHONE __________

CONTACTS	1st		2nd		3rd		4th		5th	
Date										
Day										
With										
RESULTS	Tele-phone	Per-sonal	Tele-phone	Per-sonal	Tele-phone	Per-sonal	Tele-phone	Per-sonal	Tele-phone	Per-sonal
Not Home										
Moved										
Married Name Change										
Wrong Address										
Deceased										
Other										
Refusal*										
COMPLETED and PAID										

COLLATERAL CONTACTS: ______________________________

____

*COMMENTS: ______________________________

____

____

ASSIGNMENT GROUP:_______________

MASTER LIST

CLIENT:		CHECK NUMBER	INTERVIEWER	QUESTIONNAIRES		
Code #	Name			CI	HO	RE

InterStudy
123 East Grant Street, Minneapolis, Minnesota 55403/telephone (612) 338-8761

InterStudy, a private non-profit research organization, has been conducting a survey of past and present WIN participants in Ramsey County.

Your name has been selected at random from lists of all past and present WIN participants supplied to us by the government, and you are in the sample of people to be included in the survey. The survey will take about one hour and we will pay you $5.00 for your time. We want to find out how well you liked the program, what some of its problems are, and what could be improved.

One of our professional survey interviewers has tried to contact you to schedule an appointment at your convenience, but was unable to reach you. If you would be willing to talk to one of our interviewers, please call Sue Peterson at 338-8761 and let us know what your current address and phone number is or else fill out the enclosed past card and return it to us.

We ask for your interest and cooperation to help make this survey a success. Thank you for any help you can give us.

Sincerely,

Leonard Bower

Leonard G. Bower
Project Director, WIN Survey

Interdisciplinary studies for policymakers

FIRST CLASS
PERMIT NO. 10019
MINNEAPOLIS, MINN.

BUSINESS REPLY MAIL
NO POSTAGE STAMP NECESSARY IF MAILED IN THE UNITED STATES

Postage will be paid by

InterStudy
123 East Grant Street
Minneapolis MN 55403

Att: S. Peterson

NAME: ____________________

ADDRESS: ____________________

____

PHONE: ____________________

CONSULTING INVOICE

(To be provided to IS consultants
for invoicing services)

1. NAME: Social Security #______________

2. ADDRESS:

3. PERIOD OF PERFORMANCE

From______________ To______________

Completed Interviews	Base Pay per Interview	Bonus Pay for the Interview	Total Pay for the Interview	Total Pay for Total Interviews
1	8	0	8	8
2	8	0	8	16
3	8	0	8	24
4	8	0	8	32
5	8	0	8	40
6	8	2	10	50
7	8	3	11	61
8	8	4	12	73
9	8	5	13	86
10	8	6	14	100
11	8	7	15	115
12	8	7	15	130
13	8	7	15	145
14	8	7	15	160
15	8	7	15	175
16	8	7	15	190
17	8	7	15	205
18	8	7	15	220

TOTAL $__________

____
CONSULTANT SIGNATURE

PROJECT NAME/NUMBER:______________________________

APPROVALS:

PROJECT DIRECTOR:______________________________

FINANCE & ADMINISTRATION:______________________________

DATE:____________________

DATA COLLECTION RESULTS

The procedures outlined in the previous section of this chapter were used to aid in managing the successful completion of 1,163 interviews during Waves I and II of the project. These completions represent 76% of the 1,533 clients that were assigned to interviewers during the course of the field work. The total number of completions include 313 from the WIN I Program and 508 from the WIN II Program interviewed during the first wave of interviews in 1974. In addition, a follow-up interview was completed on 342 of the WIN II participants during the second wave of the interviews conducted during 1975.

This section spells out in more detail, assisted by a summary table, the number of completions attained during our field work by each sub-group of our sample. In addition, we discuss how the survey documents were translated into a computer-readable format, to permit efficient data summaries and lay the basis for more detailed data analysis.

WIN Female Results

A total of 159 WIN I females were interviewed during Wave I -- 81 of these were in the successfully terminated category, and 78 were in the unsuccessfully terminated category. For the WIN I female successful group, 107 assigned attempts were made, with a 77% completion rate. A 70% completion rate was achieved for the WIN I female unsuccessful group. There were 218 interviews assigned for these two groups of WIN I females, and 74% of these attempted interviews were completed. There were 35 assigned respondents in the WIN I female group whom the interviewers were unable to locate. Nine of the respondents located refused to participate in the survey, and it was determined that nine others had moved from the area. Since we were locating these respondents 1-1/2 to 3 years after their termination from the WIN Program, we believe that our overall completion rate of 74% was a very favorable outcome of the field work.

WIN I Male Results

During the Wave I effort, 154 WIN I males were interviewed. There were 294 assigned attempts; thus, the completion rate for this group of respondents was 54%. Of the 154 completed interviews, 67 were unsuccessfully terminated from the WIN Program, and 87 were successfully terminated. For the WIN I male unsuccessful group, 146 attempts were assigned, with a completion rate of 45%. Of the 148 assigned attempts, 60% were interviewed for the successful group of males.

Although the completion rate for WIN I males is lower than for other groups of respondents, if figures were used which included only those respondents we were able to locate, the WIN I male group completion rate would be essentially the same as the other groups of respondents. We found that almost 40 men in this group would be "impossible to interview." They had moved from the area, died, or were now in prison or jail, etc. We were unable to locate 64 other WIN I males. They, too, may have moved from the area, since we could not get information about them from old neighbors, ex-wives, etc. Twenty-eight other potential respondents did not wish to participate in the survey. Some of these broke several interview appointments, and the rest refused to be interviewed. Thus, our field work reconfirmed other impressions we had gained in the course of this study: that the WIN males are a highly mobile and multi-problemed group. This has a bearing on their employability, as well as on their locatability. We discuss these issues further elsewhere in this report.

WIN II Female Results

A total of 339 WIN II females were assigned to be interviewed during Wave I, and 87%, or 293 of these attempts, were completed. The reason most often noted by interviewers as to why they were not able to complete an assigned attempt was that they were not able to locate the respondent. A few respondents reported that they had never been in the program, and 14 others did not wish to participate in the survey.

During Wave II, 232 WIN II females were assigned to be interviewed. One hundred nineteen of these women had been successfully terminated from WIN and 113 had been unsuccessfully terminated. An overall completion rate for this group was 85% or 197 completed interviews. Of these, 104 were successfully terminated and 93 were unsuccessfully terminated. Again, one of the most frequently mentioned reasons given by the interviewers as to why they were unable to complete an interview was that they were unable to locate the respondent. Fourteen other women chose not to participate in the survey a second time. The rest of the potential respondents were found to be "impossible to interview;" they had either moved from the area, were in prison or the hospital, etc. In general we enjoyed a great deal of success in completing interviews from among women in our WIN II sample.

WIN II Male Results

The WIN II male completion rate was also quite high. In Wave I there were 215 (79%) completed interviews out of 269 assigned attempts. Again, the reason most commonly given for an unsuccessful attempt was that the interview could not locate the respondent. This was noted on 21 of the returned survey booklets. It was determined that another 11 respondents would be "impossible to interview;" they had moved from the area, were in prison or jail, were retarded and could not be interviewed, or had already been interviewed on a WIN I questionnaire. Only 10 of the potential respondents refused to be interviewed.

We had hoped to complete more interviews with WIN II males during the first wave of interviewing. We discovered, however, that there were fewer males currently in the WIN Program than we had been led to believe by the program staff. Realizing that we had fewer males than we wanted, we went back to the current WIN files in Ramsey County approximately three months after the original sample was drawn and added every male who had entered WIN during that period. After attempting to interview every male in the WIN Program at the time the original sample was drawn, we also tried to interview all those who had entered during the next three months. Thus, we achieved a very good completion rate with the WIN II males, but ended up with a completed set of interviews slightly smaller than we had anticipated.

During the second or follow-up wave of interviewing a total of 145 WIN II males were interviewed out of 183 assigned attempts. Thus, the completion rate for this group of respondents was 79%. One hundred and two of the assigned attempts were men who were successfully terminated from the WIN Program and 83, or 81%, of these attempted interviews were completed for a completion rate of 77%. Fifteen of these potential respondents refused to be interviewed a second time and interviewers could not locate 13 of the others. It was determined that 10 other respondents had either moved from the area or were in prison. The following table summarizes the total interview completions and completion rates.

TABLE 3

RAMSEY COUNTY
WIN SURVEY

Final Data Collection Statistics

	Group	Assigned Attempts	Completed Interviews	Completion Percentages
WAVE I	WIN I			
	Male (S)	148	87	60%
	Male (U)	146	67	46%
	Total Males	294	154	54%
	Female (S)	107	81	77%
	Female (U)	111	78	70%
	Total Females	218	159	74%
	WIN II			
	Males	269	215	79%
	Females	337	293	87%
	WIN II TOTALS	606	508	84%
WAVE II	WIN II			
	Male (S)	102	83	81%
	Male (U)	81	62	77%
	Total Males	183	145	79%
	Female (S)	119	104	87%
	Female (U)	113	93	82%
	Total Females	232	197	85%
	WIN II, WAVE II TOTALS	415	342	82%
	FINAL OVERALL TOTALS DATA COLLECTION	1533	1163	76%

Coding of Completed Surveys

A detailed coding manual was developed for the three survey booklets. These manuals assigned numerical codes to the possible responses to each of the questions asked in the interviews with the exception of a few open-ended items that were treated differently (as discussed below). The WIN I survey questions were coded into an eight-card machine-readable format, while the somewhat shorter WIN II-Wave I survey questions were coded into a seven-card machine-readable format. The follow-up survey booklet for WIN II respondents was coded into a five-card machine-readable format.

Each coding manual was entirely pretested on six completed survey booklets. The manuals were revised on the basis of the first pretest, and were pretested further. Final versions of the coding manuals were prepared, and a copy of each was made for persons directly involved in the coding.

The staff assigned to coding Wave I survey booklets included five Welfare Policy Division staff members, and one person who had previously been a research assistant in the Welfare Policy Division and involved in this project at an earlier stage. In addition, one person, hired on the basis of his education and experience, helped with coding. The Wave II survey booklets were coded by four of the same people who had coded the first wave booklets. This was done to provide consistency between waves of interviews.

After each person had coded a few questionnaires, a second group meeting was held to review procedures and to discuss coding problems. A random sample of questionnaires were then recorded by another person, and differences were discussed with the original coder to provide a check on internal consistency. In addition, quality control checks were previded by the project director and research assistant during the entire coding operation. One or both of these people were also available at all times to answer questions and to help with possible problems.

Finally, all employment data was coded by either the project director or the research assistant assigned to the project. This was done to increase consistency on items for which more discretion was necessary.

The physical coding was done on eighty-column coding sheets especially prepared for our own use. Upon completion, the first wave questionnaire code sheets were keypunched and given a 100% verification by Dynamic Data Services, a minority-owned business firm in Minneapolis. The follow-up code sheets were keypunched and given 100% verification by Twin City Keypunch, Inc.

After receiving the returned card records, we supplemented verification by performing a series of checks for valid codes and internal consistency to ensure the integrity of the data base. Problems uncovered were resolved by referring to the coded forms and the original completed survey booklet. In general, we encountered very few problems with "stray" or invalid codes, and uncovered a few cases of internal inconsistency.*

The data processing, including the valid code and consistency checks just discussed, is being done on the University of Minnesota Cyber 74 System (a Control Data Corporation system), using the Statistical Package for the Social Sciences (SPSS). Our data are organized into two SPSS files, one for the WIN I respondents, and one for the WIN II respondents. Each file

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We acknowledge, however, that these checks after the fact can only determine whether codes fall within acceptable ranges and were internally consistent within coded interviews. Such checks cannot determine that coding was done accurately, or that it was consistent between coders. Steps taken to deal with these areas of quality control were discussed earlier.

is of N x M dimensions, where:

N = number of cases
M = number of variables.

Each file is also broken down into two subfiles, one for males, and one for females. This procedure, then, allows for separate processing of data for either the males or females, or for combined analysis where the two subfiles are merged.

PART E

STATISTICAL TABLES

For ease of reference we have indicated the pages of the text referring to each set of tables. The sequence of the tables corresponds to their discussion in the narrative.

On each contingency table we have indicated the minimum level of significance for the chi-square statistic. Minimum levels of statistical significance are as follows:

*** = .01
** = .05
* = .10
a = .15
b = .20
c = .30

SECTION I

PERSONAL CHARACTERISTICS

Tables 4 through 20 pertain to the discussion of personal characteristics contained in pages 29 to 36 in the text.

TABLE 4 AGE

FEMALES	WIN I Successful	Unsuccessful	Total	WIN II Successful	Unsuccessful	Total
21 Years or Younger	0% 0	100% 3	2% 3	44% 4	56% 5	5% 9
Between 21 and 29 Years	43% 23	57% 30	33% 53	48% 30	52% 33	32% 63
Between 30 and 34 Years	54% 23	47% 20	27% 43	63% 31	37% 18	25% 49
35 Years and Older	58% 35	42% 25	38% 60	51% 39	49% 37	39% 76
Missing	0	0		0	0	
Chi Square Level of Significance	a			-		

	Empl.	Unempl.	Not Empl.	Total	Empl.	Unempl.	Not Empl.	Total
21 Years or Younger	33% 1	33% 1	33% 1	2% 3	44% 4	44% 4	12% 1	5% 9
Between 21 and 29 Years	47% 25	29% 5	43% 23	33% 53	46% 29	10% 6	44% 28	32% 63
Between 30 and 34 Years	65% 28	5% 2	30% 13	27% 43	57% 28	8% 4	35% 17	25% 49
35 Years and Older	62% 37	15% 9	23% 14	38% 60	54% 41	9% 7	37% 28	39% 76
Missing	0	0	0		0	0	0	
Chi Square Level of Significance	a				**			

TABLE 5 AGE

	WIN I			WIN II		
MALES	Successful	Unsuccessful	Total	Successful	Unsuccessful	Total
21 Years	38%	63%	5%	43%	57%	5%
Or Younger	3	5	8	3	4	7
Between 21	61%	39%	29%	63%	37%	39%
And 29 Years	27	17	44	35	21	56
Between 30	66%	34%	21%	65%	35%	16%
And 34 Years	21	11	32	15	8	23
35 Years	51%	49%	46%	51%	49%	41%
Or Older	36	34	70	30	29	59
Missing	0	0		0	0	
Chi Square Level of Significance	-			-		

	Empl.	Unempl.	Not Empl.	Total	Empl.	Unempl.	Not Empl.	Total
21 Years	38%	50%	13%	5%	14%	71%	14%	5%
Or Younger	3	4	1	8	1	5	1	7
Between 21	73%	14%	14%	29%	54%	29%	18%	39%
And 29 Years	32	6	6	44	30	16	10	56
Between 30	75%	16%	9%	21%	70%	26%	4%	16%
And 34 Years	24	5	3	32	16	6	1	23
35 Years	63%	16%	21%	46%	58%	32%	10%	41%
Or Older	44	11	15	70	34	19	6	59
Missing	0	0	0		0	0	0	
Chi Square Level of Significance	a				a			

TABLE 6 YEARS OF EDUCATION

FEMALES	WIN I Successful	Unsuccessful	Total	WIN II Successful	Unsuccessful	Total
7 Years or Less	25% 1	75% 3	3% 4	75% 3	25% 1	2% 4
8 To 11 Years	32% 15	68% 32	30% 47	40% 25	60% 37	32% 62
High School Graduate	57% 47	43% 35	52% 82	59% 56	41% 39	48% 95
Some College	65% 15	35% 8	15% 23	55% 18	45% 15	17% 33
College Grad. or More	100% 3	0% 0	2% 3	67% 2	33% 1	2% 3
Missing	0	0		0	0	
Chi Square Level of Significance	***			5		

	Empl.	Unempl.	Not Empl.	Total	Empl.	Unempl.	Not Empl.	Total
7 Years or Less	0% 0	0% 0	100% 4	3% 4	50% 2	25% 1	25% 1	2% 4
8 to 11 Years	45% 21	11% 5	45% 21	30% 47	40% 25	15% 9	45% 28	32% 62
High School Graduate	66% 54	10% 8	24% 20	52% 82	56% 53	7% 7	37% 35	48% 95
Some College	61% 14	13% 3	26% 6	15% 23	61% 20	9% 3	30% 10	17% 33
College Grad. or More	67% 2	33% 1	0% 0	2% 3	67% 2	33% 1	0% 0	2% 3
Missing	0	0	0		0	0	0	
Chi Square Level of Significance	**				-			

TABLE 7 YEARS OF EDUCATION

MALES	WIN I Successful	Unsuccessful	Total	WIN II Successful	Unsuccessful	Total
7 Years Or Less	40%	60%	10%	60%	40%	7%
	6	9	15	6	4	10
8 To 11 Years	52%	49%	46%	46%	54%	30%
	35	33	68	20	24	44
High School Graduates	64%	36%	34%	64%	36%	41%
	32	18	50	38	21	59
Some College	64%	36%	9%	57%	43%	19%
	9	5	14	16	12	28
College Graduate Or More	100%	0%	1%	75%	25%	3%
	2	0	2	3	1	4
Missing	3	2		0	0	
Chi Square Level of Significance	c			-		

	Empl.	Unempl.	Not Empl.	Total	Empl.	Unempl.	Not Empl.	Total
7 Years Or Less	47%	27%	27%	10%	30%	60%	10%	7%
	7	4	4	15	3	6	1	10
8 to 11 Years	62%	22%	16%	46%	41%	41%	18%	30%
	42	15	11	68	18	18	8	44
High School Graduates	78%	10%	12%	34%	61%	29%	10%	41%
	39	5	6	50	36	17	6	59
Some College	79%	7%	14%	9%	71%	18%	11%	19%
	11	1	2	14	20	5	3	28
College Graduate Or More	100%	0%	0%		100%	0%	0%	3%
	2	0	0		4	0	0	4
Missing	2	1	2		0	0	0	
Chi Square Level of Significance	-				*			

TABLE 8 RACE

	WIN I			WIN II		
FEMALES	Successful	Unsuccessful	Total	Successful	Unsuccessful	Total
White	52%	48%	79%	53%	47%	82%
	65	60	125	85	76	161
Non-White	47%	53%	21%	51%	49%	18%
	16	18	34	18	17	35
Missing	0	0		1	0	
Chi Square Level of Significance	-			-		

	Empl.	Unempl.	Not Empl.	Total	Empl.	Unempl.	Not Empl.	Total
White	58%	10%	32%	79%	53%	10%	37%	82%
	73	12	40	125	85	16	60	161
Non-White	53%	15%	32%	21%	46%	14%	40%	18%
	18	5	11	34	16	5	14	35
Missing	0	0	0		1	0	0	
Chi Square Level of Significance	-				-			

TABLE 9 RACE

	WIN I			WIN II		
MALES	Successful	Unsuccessful	Total	Successful	Unsuccessful	Total
White	59% 78	41% 55	87% 133	55% 64	45% 53	81% 117
Non-White	45% 9	55% 11	13% 20	68% 19	32% 9	19% 28
Missing	0	1		0	0	
Chi Square Level of Significance	-			c		

	Empl.	Unempl.	Not Empl.	Total	Empl.	Unempl.	Not Empl.	Total
White	71% 94	14% 18	16% 21	87% 133	57% 67	30% 35	13% 15	81% 117
Non-White	40% 8	40% 8	20% 4	13% 20	50% 14	39% 11	11% 3	19% 28
Missing	1	0	0		0	0	0	
Chi Square Level of Significance	***				-			

TABLE 10 MARITAL STATUS

	WIN I	WIN II		
FEMALES		Successful	Unsuccessful	Total
Never Married		45%	55%	16%
		14	17	31
Married		80%	20%	5%
		8	2	10
Separated		49%	51%	18%
		17	18	35
Divorced		54%	46%	60%
		64	55	119
Widowed		50%	50%	1%
		1	1	2
Missing		0	0	
Chi Square Level of Significance		-		

	Empl.	Unempl.	Not Empl.	Total	Empl.	Unempl.	Not Empl.	Total
Never Married	36%	29%	36%	9%	44%	16%	40%	13%
	5	4	5	14	11	4	10	25
Married	61%	4%	35%	29%	50%	13%	37%	8%
	28	2	16	46	8	2	6	16
Separated	42%	11%	47%	12%	46%	8%	46%	13%
	8	2	9	19	12	2	12	26
Divorced	63%	11%	26%	45%	55%	10%	35%	65%
	45	8	19	72	70	13	44	127
Widowed	63%	13%	25%	5%	33%	0%	67%	2%
	5	1	2	8	1	0	2	3
Missing	0	0	0		0	0	0	
Chi Square Level of Significance	c				-			

TABLE 11 MARITAL STATUS

	WIN I	WIN II		
MALES		Successful	Unsuccessful	Total
Never Married		0	100% 2	1% 2
Married		59% 77	41% 53	90% 130
Separated		67% 2	33% 1	2% 3
Divorced		50% 3	50% 3	4% 6
Widowed		25% 1	75% 3	3% 4
Missing		0	0	
Chi Square Level of Significance		-		

	Empl.	Unempl.	Not Empl.	Total	Empl.	Unempl.	Not Empl.	Total
Never Married	25% 2	63% 5	13% 1	5% 8	0	50% 1	50% 1	1% 2
Married	71% 87	13% 16	16% 19	80% 122	57% 70	33% 40	10% 12	84% 122
Separated	58% 7	25% 3	17% 2	8% 3	60% 6	20% 2	20% 2	7% 10
Divorced	75% 6	0% 0	25% 2	5% 8	33% 2	33% 2	33% 2	4% 6
Widowed	33% 1	67% 2	0% 0	2% 3	60% 3	20% 1	20% 1	3% 5
Missing	0	0	1		0	0		
Chi Square Level of Significance	***				-			

TABLE 12 FAMILIES WITH A CHILD FIVE YEARS OLD OR YOUNGER

	WIN I			WIN II		
FEMALES	**Successful**	**Unsuccessful**	**Total**	**Successful**	**Unsuccessful**	**Total**
No Child Five Yrs. or Younger	57% 52	43% 39	58% 91	57% 69	43% 52	62% 121
Child Five Yrs. or Younger	42% 28	58% 38	42% 66	45% 34	55% 41	38% 75
Missing	1	1		1	0	
Chi Square Level of Significance	*			a		

	Empl.	**Unempl.**	**Not Empl.**	**Total**	**Empl.**	**Unempl.**	**Not Empl.**	**Total**
No Child Five. Yrs. or Younger	65% 59	13% 12	22% 20	58% 91	55% 67	11% 14	34% 42	62% 123
Child Five Yrs. or Younger	47% 31	6% 4	47% 31	42% 66	47% 35	10% 7	43% 32	38% 74
Missing	1	1	0		0	0	0	
Chi Square Level of Significance	***				b			

TABLE 13 FAMILIES WITH A CHILD FIVE YEARS OLD OR YOUNGER

	WIN I			WIN II		
MALES	Successful	Unsuccessful	Total	Successful	Unsuccessful	Total
No Child 5 Years Or Younger	57% 48	43% 36	55% 84	61% 63	39% 40	71% 103
Child 5 Years Or Younger	56% 38	44% 30	45% 68	48% 20	52% 22	29% 42
Missing	1	1		0	0	
Chi Square Level of Significance	-			a		

	Empl.	Unempl.	Not Empl.	Total	Empl.	Unempl.	Not Empl.	Total
No Child 5 Years Or Younger	68% 57	18% 15	14% 12	55% 84	58% 52	31% 28	11% 10	62% 90
Child 5 Years Or Younger	68% 46	15% 10	18% 12	45% 68	53% 29	33% 18	15% 8	38% 55
Missing	0	1	1		0	0	0	
Chi Square Level of Significance	-				-			

TABLE 14 FAMILIES WITH A CHILD THREE YEARS OLD OR YOUNGER

WIN II

FEMALES	Employed	Unemployed	Not Employed	Total
No Child Three	55%	10%	35%	84%
Years or Younger	92	16	58	166
Child Three	32%	16%	52%	16%
Years or Younger	10	5	16	31
Missing	0	0	0	
Chi Square Level of Significance	***			

MALES	Employed	Unemployed	Not Employed	Total
No Child Three	58%	33%	9%	38%
Years or Younger	32	18	5	55
Child Three	54%	31%	14%	62%
Years or Younger	49	28	13	90
Missing	0	0	0	
Chi Square Level of Significance	-			

TABLE 15 HEALTH PROBLEMS OF RESPONDENT

Does the respondent have a health problem?

FEMALES	WIN I	WIN II		
		Successful	Unsuccessful	Total
Yes		48% 24	52% 26	25% 50
No		54% 80	46% 67	75% 147
Missing		0	0	
Chi Square Level of Significance		-		

	Empl.	Unempl.	Not Empl.	Total	Empl.	Unempl.	Not Empl.	Total
Yes	43% 20	9% 4	48% 22	29% 46	36% 16	9% 4	55% 24	22% 44
No	63% 71	11% 12	26% 29	71% 112	56% 86	11% 17	33% 50	78% 153
Missing	0	1	0		0	0	0	
Chi Square Level of Significance	*				**			

TABLE 16 HEALTH PROBLEMS OF RESPONDENT

Does respondent have a health problem?

	WIN I	WIN II		
MALES		Successful	Unsuccessful	Total
Yes		51%	49%	28%
		21	20	41
No		60%	40%	72%
		62	42	104
Missing		0	0	
Chi Square Level of Significance		-		

	Empl.	Unempl.	Not Empl.	Total	Empl.	Unempl.	Not Empl.	Total
Yes	50%	15%	34%	30%	46%	32%	22%	28%
	23	7	16	46	19	13	9	41
No	74%	18%	8%	70%	60%	32%	9%	72%
	80	19	9	108	62	33	9	104
Missing	0	0	0		0	0		
Chi Square Level of Significance	***				*			

TABLE 17 FAMILY HEALTH PROBLEMS

Is there anyone in respondent's household who is sick and disabled and requires constant care?

	WIN I				WIN II		
FEMALES	**Empl.**	**Enempl.**	**Not Empl.**	**Total**	**Successful**	**Unsuccessful**	**Total**
Yes	11%	11%	78%	6%	44%	56%	5%
	1	1	7	9	4	5	9
No	60%	11%	30%	94%	53%	47%	95%
	89	16	44	149	94	82	176
Missing	1	0	0		6	6	
Chi Square Level of Significance	**				-		

TABLE 18 FAMILY HEALTH PROBLEMS

Is there anyone in respondent's household who is sick and disabled and requires constant care?

	WIN I				WIN II		
MALES	Empl.	Unempl.	Not Empl.	Total	Successful	Unsuccessful	Total
Yes	12%	24%	65%	11%	36%	64%	10%
	2	4	11	17	5	9	14
No	74%	16%	10%	89%	60%	40%	90%
	100	22	14	136	74	49	123
Missing	1	0	0		4	4	
Chi Square Level of Significance	***				c		

TABLE 19 POLICE RECORD

Were you ever convicted for anything?

	WIN I			WIN II		
FEMALES	**Successful**	**Unsuccessful**	**Total**	**Successful**	**Unsuccessful**	**Total**
No	52%	48%	96%	52%	48%	95%
	78	71	149	98	89	187
Prefer Not To Answer	0%	100%	1%	0%	0%	0%
	0	1	1	0	0	0
Yes	33%	67%	4%	60%	40%	5%
	2	4	6	6	4	10
Missing	1	2		0	0	
Chi Square Level of Significance	-			-		

MALES	**Successful**	**Unsuccessful**	**Total**	**Successful**	**Unsuccessful**	**Total**
No	60%	40%	66%	56%	44%	79%
	61	40	101	64	50	114
Prefer Not To Answer	0%	100%	1%	100%	0%	3%
	0	1	1	4	0	4
Yes	48%	52%	33%	58%	42%	18%
	24	26	50	15	11	26
Missing	2	0		0	1	
Chi Square Level of Significance	b			c		

TABLE 20 POLICE RECORD

Were you ever convicted for anything?

	WIN I				WIN II			
FEMALES	Empl.	Unempl.	Not Empl.	Total	Empl.	Unempl.	Not Empl.	Total
No	58%	10%	32%	96%	51%	10%	39%	95%
	87	15	47	149	96	19	72	187
Prefer Not To Answer	0%	100%	0%	1%	0%	0%	0%	0%
	0	1	0	1	0	0	0	0
Yes	33%	0%	67%	4%	60%	20%	20%	5%
	2	0	4	6	6	2	2	10
Missing	2	1	0		0	0	0	
Chi Square Level of Significance	-				-			

MALES	Empl.	Unempl.	Not Empl.	Total	Empl.	Unempl.	Not Empl.	Total
No	66%	18%	16%	66%	57%	31%	12%	79%
	67	18	16	101	65	35	14	114
Prefer Not To Answer	0%	100%	0%	1%	100%	0%	0%	3%
	0	1	0	1	4	0	0	4
Yes	68%	14%	18%	33%	46%	39%	15%	18%
	34	7	9	50	12	10	4	26
Missing	2	0	0		0	1	0	
Chi Square Level of Significance	c				-			

SECTION 2

COMPONENTS OF THE WIN PROGRAM

Tables 21 through 33 pertain to the discussion of the WIN Program components presented on pages 38 to 44 in the text.

TABLE 21 JOB GOAL

	WIN I			WIN II		
FEMALES	Successful	Unsuccessful	Total	Successful	Unsuccessful	Total
Had A Job Goal	55% 71	45% 58	83% 129	52% 89	48% 83	95% 172
Did Not Have a Job Goal	31% 8	69% 18	17% 26	60% 6	40% 4	5% 10
Missing	2	2		9	6	
Chi Square Level of Significance	**			-		
MALES	Successful	Unsuccessful	Total	Successful	Unsuccessful	Total
Had A Job Goal	62% 62	38% 38	71% 100	57% 78	43% 60	98% 138
Did Not Have a Job Goal	42% 17	58% 23	29% 40	67% 2	33% 1	2% 3
Missing	6	8		3	1	
Chi Square Level of Significance	*			-		

TABLE 22 CLIENT'S FEELING ABOUT JOB GOAL

	WIN I			WIN II		
FEMALES	Successful	Unsuccessful	Total	Successful	Unsuccessful	Total
Really Wanted It	58% 53	42% 39	73% 92	56% 75	44% 60	81% 135%
Wasn't Sure	46% 13	54% 15	22% 28	41% 11	59% 16	16% 27
Really Disliked It	67% 4	33% 2	5% 6	20% 1	80% 4	3% 5
Missing	1	2		2	3	
Chi Square Level of Significance	-			a		

	WIN I			WIN II		
MALES	Successful	Unsuccessful	Total	Successful	Unsuccessful	Total
Really Wanted It	65% 51	35% 28	84% 79	57% 64	43% 48	83% 112
Wasn't Sure	42% 5	58% 7	13% 12	50% 11	50% 11	16% 22
Really Disliked It	67% 2	33% 1	3% 2	0% 0	100% 1	1% 1
Missing	4	2		3	0	
Chi Square Level of Significance	-			-		

TABLE 23 WIN ORIENTATION

WIN I

FEMALES	Successful	Unsuccessful	Total
Participated and Completed Orientation	50% 65	50% 64	82% 129
Participated, But Did Not Complete Orientation	0% 0	100% 2	1% 2
Did Not Participate in Orientation	59% 16	41% 11	17% 27
Missing	0	1	
Chi Square Level of Significance	c		

MALES	Successful	Unsuccessful	Total
Participated and Completed Orientation	65% 60	35% 32	61% 92
Participated, But Did Not Complete Orientation	47% 9	53% 10	13% 19
Did Not Participate in Orientation	42% 17	59% 24	27% 41
Missing	1	1	
Chi Square Level of Significance	**		

TABLE 24 HELPFULNESS OF WIN ORIENTATION

WIN Orientation was helpful to respondent.

WIN I

FEMALES	Successful	Unsuccessful	Total
Agree	50%	50%	80%
	53	52	105
No Opinion	100%	0%	1%
	1	0	1
Disagree	44%	56%	19%
	11	14	25
Missing	0	0	
Chi Square Level of Significance	-		

MALES	Successful	Unsuccessful	Total
Agree	65%	35%	65%
	47	25	72
No Opinion	67%	33%	5%
	4	2	6
Disagree	55%	45%	30%
	18	15	33
Missing	0	0	
Chi Square Level of Significance	-		

TABLE 25 WIN COUNSELOR

WIN II

FEMALES	Successful	Unsuccessful	Total
Met with WIN Counselor	53% 94	47% 84	91% 178
Did Not Meet With WIN Counselor	56% 10	44% 8	9% 18
Missing	0	1	
Chi Square Level of Significance	-		

MALES	Successful	Unsuccessful	Total
Met with WIN Counselor	55% 73	45% 60	92% 133
Did Not Meet With WIN Counselor	83% 10	17% 8	8% 12
Missing	0	0	
Chi Square Level of Significance	a		

TABLE 26 HELPFULNESS OF WIN COUNSELOR

The WIN Counselor was helpful to respondent.

WIN II

FEMALES	Successful	Unsuccessful	Total
Agree	53%	47%	78%
	73	65	138
No Opinion	80%	20%	3%
	4	1	3
Disagree	47%	53%	19%
	16	18	34
Missing	1%	0%	
Chi Square Level of Significance	**		

MALES	Successful	Unsuccessful	Total
Agree	59%	41%	82%
	63	43	106
No Opinion	50%	50%	2%
	1	1	2
Disagree	36%	64%	17%
	8	14	22
Missing	1%	2%	
Chi Square Level of Significance	a		

TABLE 27 VOCATIONAL TRAINING

	WIN I			WIN II		
FEMALES	Successful	Unsuccessful	Total	Successful	Unsuccessful	Total
Participated				56%	44%	56%
				62	48	110
Completed	80%	20%	34%			
	43	11	54			
Not Completed	43%	57%	22%			
	15	20	35			
Did Not Participate	33%	67%	44%	48%	52%	44%
	23	46	69	42	45	87
Missing	0%	1%		0%	0%	
Chi Square] Level of Significance	**			--		

	WIN I			WIN II		
MALES	Successful	Unsuccessful	Total	Successful	Unsuccessful	Total
Participated				66%	34%	40%
				38	20	58
Completed	58%	42%	16%			
	14	10	24			
Not Completed	54%	46%	9%			
	7	6	13			
Did Not Participate	56%	44%	76%	52%	48%	60%
	65	51	116	45	42	87
Missing	1%	0%		0%	0%	
Chi Square Level of Significance	-			a		

TABLE 28 VOCATIONAL TRAINING

	WIN I				WIN II			
FEMALES	**Empl.**	**Unempl.**	**Not Empl.**	**Total**	**Empl.**	**Unempl.**	**Not Empl.**	**Total**
Participated					62%	9%	29%	56%
					68	10	32	110
Completed	82%	6%	13%	34%				
	44	3	7	54				
Did Not Complete	49%	20%	31%	22%				
	17	7	11	35				
Did Not Participate	42%	10%	48%	44%	39%	13%	48%	44%
	29	7	33	69	34	11	42	87
Missing	1	0	0		0	0	0	
Chi Square Level of Significance	***				***			

MALES	**Empl.**	**Unempl.**	**Not Empl.**	**Total**	**Empl.**	**Unempl.**	**Not Empl.**	**Total**
Participated					67%	21%	12%	40%
					39	12	7	58
Completed	62%	23%	15%	9%				
	8	3	2	13				
Did Not Complete	75%	8%	17%	16%				
	18	2	4	24				
Did Not Participate	66%	18%	16%	76%	48%	39%	13%	60%
	76	21	19	116	42	34	11	87
Missing	0	0	0		0	0	0	
Chi Square Level of Significance	-				**			

TABLE 29 BASIC EDUCATION

	WIN I			WIN II		
FEMALES	Successful	Unsuccessful	Total	Successful	Unsuccessful	Total
Participated				46% 37	54% 44	42% 81
Completed	56% 27	44% 21	30% 48			
Did Not Complete	21% 6	79% 22	18% 28			
Did Not Participate	58% 48	42% 35	52% 83	57% 65	43% 49	59% 114
Missing	0	0		2	0	
Chi Square Level of Significance	***			b		

MALES	Successful	Unsuccessful	Total	Successful	Unsuccessful	Total
Participated				53% 26	47% 23	34% 49
Completed	52% 12	48% 11	15% 23			
Did Not Complete	51% 19	49% 18	24% 37			
Did Not Participate	60% 56	40% 38	61% 94	59% 57	41% 39	66% 96
Missing	0	0		0	0	
Chi Square Level of Significance	-			-		

TABLE 30 BASIC EDUCATION

FEMALES	WIN I				WIN II			
	Empl.	Unempl.	Not Empl.	Total	Empl.	Unempl.	Not Empl.	Total
Participated					47% 38	6% 5	47% 38	42% 81
Completed	56% 27	17% 8	27% 13	30% 48				
Did Not Complete	29% 8	11% 3	61% 17	18% 28				
Did Not Participate	68% 56	7% 6	25% 21	52% 83	55% 62	14% 16	32% 36	59% 114
Missing	0	0	0		2	0	0	
Chi Square Level of Significance	***				**			

MALES	Empl.	Unempl.	Not Empl.	Total	Empl.	Unempl.	Not Empl.	Total
Participated					45% 22	39% 19	16% 8	34% 49
Completed	52% 12	22% 5	26% 6	15% 23				
Did Not Complete	54% 20	30% 11	16% 6	24% 37				
Did Not Participate	76% 71	11% 10	14% 13	61% 94	62% 59	28% 27	10% 10	66% 96
Missing	0	0	0		0	0	0	
Chi Square Level of Significance	**				b			

TABLE 31 JOB SEARCH AND PLACEMENT

	WIN I			WIN II		
FEMALES	Successful	Unsuccessful	Total	Successful	Unsuccessful	Total
Participated				64% 63	36% 35	50% 98
Completed	72% 23	28% 9	20% 32			
Did Not Complete	33% 2	67% 4	4% 6			
Did Not Participate	46% 55	54% 64	76% 119	41% 41	59% 58	50% 99
Missing	1	1		0	0	
Chi Square Level of Significance	**			***		

	WIN I			WIN II		
MALES	Successful	Unsuccessful	Total	Successful	Unsuccessful	Total
Participated				53% 57	47% 51	75% 108
Completed	71% 42	29% 17	38% 59			
Did Not Complete	50% 2	50% 2	3% 4			
Did Not Participate	47% 43	53% 48	59% 91	70% 26	30% 11	25% 37
Missing	0	0		0	0	
Chi Square Level of Significance	***			*		

TABLE 32 JOB SEARCH AND PLACEMENT

Did anyone from WIN try to find a paying job for you.

	WIN I			WIN II		
FEMALES	**Successful**	**Unsuccessful**	**Total**	**Successful**	**Unsuccessful**	**Total**
Yes,	33%	67%	4%	70%	30%	5%
Part-time	2	4	6	7	3	10
Yes,	72%	28%	20%	64%	36%	38%
Full-time	23	9	32	47	27	74
No	46%	54%	76%	43%	57%	57%
	55	64	119	48	63	111
Missing	1	1		2	0	
Chi Square Level of Significance	**			***		
MALES	**Successful**	**Unsuccessful**	**Total**	**Successful**	**Unsuccessful**	**Total**
Yes,	50%	50%	3%	0%	100%	1%
Part-time	2	2	4	0	1	1
Yes,	71%	29%	38%	56%	44%	74%
Full-time	42	17	59	60	47	107
No	47%	53%	59%	62%	38%	25%
	43	48	91	23	14	37
Missing	0	0		0	0	
Chi Square Level of Significance	***			-		

TABLE 33 JOB SEEKING SKILLS

	WIN II		
FEMALES	**Successful**	**Unsuccessful**	**Total**
Participated	59% 41	41% 29	36% 70
Did Not Participate	49% 62	51% 64	64% 126
Missing	1%	0%	
Chi Square Level of Significance	c		

MALES	Successful	Unsuccessful	Total
Participated	54% 35	46% 30	45% 65
Did Not Participate	40% 32	60% 48	55% 80
Missing	0%	0%	
Chi Square Level of Significance	-		

SECTION 3

FINANCIAL INCENTIVES

Tables 34 through 58 correspond to the discussion of WIN and non-WIN financial incentives presented in the text on pages 45 to 51.

TABLE 34 WIN REGISTRATION REQUIREMENT

Are you legally required to be in the WIN Program?

FEMALES	Successful	Unsuccessful	Total	Successful	Unsuccessful	Total
Yes	31%	69%	18%	48%	52%	41%
	9	20	29	39	42	81
No	56%	45%	81%	56%	44%	55%
	71	57	128	61	47	108
Don't Know	50%	50%	1%	50%	50%	4%
	1	1	2	4	4	8
Missing	0	0		0	0	
Chi Square Level of Significance	**			-		

MALES	Successful	Unsuccessful	Total	Successful	Unsuccessful	Total
Yes	57%	43%	54%	51%	49%	65%
	47	36	83	48	46	94
No	56%	44%	45%	67%	33%	33%
	39	31	70	32	16	48
Don't know	100%	0%	1%	100%	0%	2%
	1	0	1	3	0	3
Missing	0	0		0	0	
Chi Square Level of Significance	0			*		

TABLE 35 WIN REGISTRATION

*Did you volunteer to participate in the WIN Program?**

FRMALES

	WIN II		
FEMALES	**Successful**	**Unsuccessful**	**Total**
Yes	54%	46%	94%
	59	50	109
No	86%	14%	6%
	6	1	7
Don't know	0%	0%	0%
	0	0	0
Missing	0%	0%	
Chi Square Level of Significance	-		

MALES	**Successful**	**Unsuccessful**	**Total**
Yes	67%	33%	88%
	30	15	
No	50%	50%	12%
	3	3	6
Don't know	0%	0%	0%
	0	0	0
Missing	0%	0%	
Chi Square Level of Significance	-		

**Asked only of those respondents who didn't indicate WIN Program was mandatory.*

TABLE 36 WIN REGISTRATION

*Would respondent have volunteered to be in the WIN Program if they hadn't been legally required to participate?**

	WIN I			WIN II		
FEMALES	Successful	Unsuccessful	Total	Successful	Unsuccessful	Total
Yes	35% 8	65% 15	79% 23	44% 27	56% 34	75% 61
No	17% 1	83% 5	21% 6	61% 11	39% 7	22% 18
Don't Know	0% 0	0% 0	0% 0	50% 1	50% 1	3% 2
Missing	0	0		0	0	
Chi Square Level of Significance	-			-		

	WIN I			WIN II		
MALES	Successful	Unsuccessful	Total	Successful	Unsuccessful	Total
Yes	61% 31	39% 20	61% 51	53% 41	47% 36	82% 77
No	50% 16	50% 16	39% 32	41% 7	59% 10	18% 17
Don't Know	0% 0	0% 0	0% 0	0% 0	0% 0	0% 0
Missing	0	0		0	0	
Chi Square Level of Significance	-			c		

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*Asked only of those respondents who indicated WIN Program mandatory.

TABLE 37 WIN PROGRAM SANCTIONS

What did respondent think would happen to them if they either dropped out of WIN or didn't cooperate with the program?

	WIN I			WIN II		
FEMALES	**Successful**	**Unsuccessful**	**Total**	**Successful**	**Unsuccessful**	**Total**
Nothing	57% 4	43% 3	25% 7	53% 35	47% 31	34% 66
Cut-off AFDC Check	0% 0	100% 4	14% 4	46% 26	54% 31	30% 57
Reduce AFDC Check	38% 3	63% 5	29% 8	67% 4	33% 2	3% 6
Withhold AFDC Check	0% 0	0% 0	0% 0	33% 2	67% 4	3% 6
Be Talked Into Cooperating	50% 1	50% 1	7% 2	50% 2	50% 2	2% 4
Other	17% 1	83% 5	21% 6	56% 14	44% 11	13% 25
Don't Know	0% 0	100% 1	4% 1	66% 19	34% 10	15% 29
Missing	0	1		2	2	
MALES	**Successful**	**Unsuccessful**	**Total**	**Successful**	**Unsuccessful**	**Total**
Nothing	64% 7	36% 4	13% 11	69% 18	31% 8	18% 26
Cut-off AFDC Check	53% 26	47% 23	60% 49	51% 39	49% 38	53% 77
Reduce AFDC Check	57% 4	43% 3	9% 7	40% 2	60% 3	3% 5
Withhold AFDC Check	50% 1	50% 1	2% 2	0% 0	100% 1	1% 1
Be Talked Into Cooperating	50% 1	50% 1	2% 2	0% 0	100% 9	6% 9
Other	73% 8	27% 3	13% 11	100% 18	0% 0	12% 18
Don't Know	0% 0	0% 0	0% 0	67% 6	33% 3	6% 9
Missing	0	1		0	0	

TABLE 38 FINANCIAL INCENTIVE OF THE WIN PROGRAM

*Did respondent participate in any WIN activity for which they received payment?**

WIN II

FEMALES	Successful	Unsuccessful	Total
Yes	52% 86	48% 80	86% 166
No	61% 17	39% 11	14% 28
Missing	1%	2%	
Chi Square Level of Significance	-		

MALES	Successful	Unsuccessful	Total
Yes	58% 67	42% 49	80% 116
No	55% 16	45% 13	20% 29
Missing	0%	0%	
Chi Square Level of Significance	-		

**$30 per month for participation in training classes and up to $40 per month for expenses.*

TABLE 39 FINANCIAL INCENTIVE OF THE WIN PROGRAM

How did respondent feel about the amount of money received for participating in certain WIN activities?

WIN II

FEMALES	Successful	Unsuccessful	Total
Too Much	100%	0%	1%
	2	0	2
About Right	49%	51%	70%
	66	69	135
Not Enough	60%	40%	29%
	34	23	57
Missing	2%	1%	

MALES	Successful	Unsuccessful	Total
Too Much	0%	0%	0%
	0	0	0
About Right	56%	44%	64%
	51	40	91
Not Enough	59%	41%	36%
	30	21	51
Missing	2%	1%	

TABLE 40 FINANCIAL INCENTIVES OF THE WIN PROGRAM

*How did respondent feel about the amount of money received for participating in certain WIN activities.**

WIN II

FEMALES	Successful	Unsuccessful	Total
Too Much	0% 0	0% 0	0% 0
About Right	47% 53	53% 59	68% 112
Not Enough	62% 32	38% 20	32% 52
Missing	1%	1%	

MALES	Successful	Unsuccessful	Total
Too Much	0% 0	0% 0	0% 0
About Right	60% 42	40% 28	61% 70
Not Enough	56% 25	44% 20	39% 45
Missing	0%	1%	

**Only those respondents who had participated in a WIN paying activity.*

TABLE 41 FINANCIAL INCENTIVES OF THE WIN PROGRAM

Would respondent be willing to participate in WIN paying activities if they didn't receive payment?

WIN II

FEMALES	Successful	Unsuccessful	Total
Yes	56% 66	44% 51	61% 117
No	48% 36	52% 39	39% 75
Missing	2%	3%	
Chi Square Level of Significance	-		

MALES	Successful	Unsuccessful	Total
Yes	61% 61	39% 39	69% 100
No	48% 21	52% 23	31% 44
Missing	1%	0%	
Chi Square Level of Significance	b		

TABLE 42 FINANCIAL INCENTIVES OF THE WIN PROGRAM

*Would respondent be willing to participate in WIN paying activities if they didn't receive payment?**

WIN II

FEMALES	Successful	Unsuccessful	Total
Yes	55% 54	45% 44	59% 98
No	48% 32	52% 35	41% 67
Missing	0%	1%	
Chi Square Level of Significance	-		

MALES	Successful	Unsuccessful	Total
	64% 49	36% 28	67% 77
No	45% 17	55% 21	33% 38
Missing	1%	0%	
Chi Square Level of Significance	**		

**Only those respondents who had participated in a WIN paying activity.*

TABLE 43 WIN PROGRAM SACTIONS

Are there any penalties for being absent from the WIN Program without an excuse?

WIN II

FEMALES	Successful	Unsuccessful	Total
Yes	52% 53	48% 49	52% 102
No	53% 42	47% 37	40% 79
Don't Know	56% 9	44% 7	8% 16
Missing	0%	0%	
Chi Square Level of Significance	-		

MALES	Successful	Unsuccessful	Total
Yes	51% 36	49% 34	48% 70
No	64% 43	36% 24	46% 67
Don't Know	50% 4	50% 4	6% 8
Missing	0%	0%	
Chi Square Level of Significance	-		

TABLE 44 WIN PROGRAM SANCTIONS

*What are the penalties for being absent from the program without an excuse?**

WIN II

FEMALES	Successful	Unsuccessful	Total
Reduce WIN Expense Check	49%	51%	73%
	33	35	68
Other	40%	60%	22%
	8	12	20
Don't Know	60%	40%	5%
	3	2	5
Missing	9%	0%	

MALES	Successful	Unsuccessful	Total
Reduce WIN Expense Check	52%	48%	63%
	23	21	44
Other	50%	50%	29%
	10	10	20
Don't Know	50%	50%	9%
	3	3	6
Missing	0%	0%	

**Asked only of those respondents who indicated there were penalties for being absent from the WIN Program.*

TABLE 45 GENERAL KNOWLEDGE OF BEING ABLE TO WORK AND RECEIVE WELFARE

Can a woman work and receive welfare at the same time?

	WIN I			WIN II		
FEMALES	Successful	Unsuccessful	Total	Successful	Unsuccessful	Total
Yes	52% 78	48% 72	97% 150	55% 96	45% 80	92% 176
No	0% 0	100% 4	3% 4	33% 5	67% 10	8% 15
Missing	5	0		3	3	
Chi Square Level of Significance	a			b		

	Empl.	Unempl.	Not Empl.	Total	Empl.	Unempl.	Not Empl.	Total
Yes	58% 87	10% 15	32% 48	97% 150	55% 96	9% 16	36% 64	92% 176
No	25% 1	25% 1	50% 2	3% 4	27% 4	27% 4	46% 7	8% 15
Missing	3	1	1		2	1	3	
Chi Square Level of Significance	-				**			

TABLE 46 SPECIFIC KNOWLEDGE OF BEING ABLE TO WORK AND RECEIVE WELFARE

Would a friend on AFDC who made $100 in a month have more money to spend after the reduction in her welfare check?

	WIN I			WIN II		
FEMALES	**Successful**	**Unsuccessful**	**Total**	**Successful**	**Unsuccessful**	**Total**
Yes, More Money to Spend	49% 52	51% 54	76% 106	57% 73	43% 55	76% 128
No, Same Amount to Spend	63% 21	34% 12	24% 33	55% 22	45% 18	24% 40
Missing	8	12		9	20	
Chi Square Level of Significance	c			-		

	Empl.	**Unempl.**	**Not Empl.**	**Total**	**Empl.**	**Unempl.**	**Not Empl.**	**Total**
Yes, More Money to Spend	60% 64	10% 11	29% 31	76% 106	54% 69	9% 12	37% 47	76% 128
No Same Amount to Spend	55% 18	9% 3	36% 12	24% 33	58% 23	10% 4	32% 13	24% 40
Missing	9	3	8		10	5	14	
Chi Square Level of Significance	-				-			

TABLE 48 SPECIFIC KNOWLEDGE OF EXPENSES ALLOWED BY THE WELFARE DEPARTMENT WHILE WORKING

While she works, will the welfare department consider for allowable expenses:

FEMALES

	WIN I			WIN II		
	Successful	Unsuccessful	Total	Successful	Unsuccessful	Total
Child Care						
Yes	50%	50%	98%	53%	47%	96%
	68	67	135	86	77	163
No	67%	33%	2%	83%	17%	4%
	2	1	3	5	1	6
Missing	11	10		13	15	
Transportation						
Yes	52%	48%	81%	59%	41%	78%
	56	52	108	75	53	128
No	50%	50%	19%	35%	65%	22%
	13	13	26	13	24	37
Missing	13	12		16	16	
Income and Social Security Taxes						
Yes	55%	45%	71%	57%	43%	65%
	47	39	86	52	40	92
No	56%	44%	30%	53%	47%	35%
	20	16	36	26	23	49
Missing	14	23		26	30	
Union Dues						
Yes	55%	45%	67%	62%	38%	53%
	42	35	77	44	27	71
No	55%	45%	33%	48%	52%	47%
	21	17	38	30	33	63
Missing	18	26		30	33	
Work Expenses						
Yes	54%	46%	59%	74%	26%	45%
	35	30	65	39	14	53
No	57%	44%	41%	49%	51%	55%
	26	20	46	33	34	67
Missing	20	28		31	45	

TABLE 47 GENERAL KNOWLEDGE AND RECOGNITION OF THE INCOME DISREGARD*

	WIN I			WIN II		
FEMALES	**Successful**	**Unsuccessful**	**Total**	**Successful**	**Unsuccessful**	**Total**
Said They Knew About The Plan	53% 66	47% 59	80% 125	52% 87	48% 79	85% 166
Said They Did Not Know About The Plan	44% 14	56% 18	20% 32	53% 16	47% 14	15% 30
Missing	1	1		1	0	
Chi Square Level of Significance	-			-		

	Empl.	**Unempl.**	**Not Empl.**	**Total**	**Empl.**	**Unempl.**	**Not Empl.**	**Total**
Said They Knew About the Plan	59% 74	11% 14	30% 37	80% 125	54% 89	9% 15	37% 62	85% 166
Said They Did Not Know About the Plan	50% 16	9% 3	41% 13	20% 32	43% 13	20% 6	37% 11	15% 30
Missing	1	0	1		0	0	1	
Chi Square Level of Significance	-				b			

**Respondent was read a simple statement of the income disregard and asked if they knew about the regulation.*

TABLE 49 GENERAL KNOWLEDGE OF THE INCOME DISREGARD PLAN

How did client hear about the plan?

	WIN I			WIN II		
FEMALES	Successful	Unsuccessful	Total	Successful	Unsuccessful	Total
Social Worker	60%	40%	29%	56%	44%	33%
	21	14	35	31	24	55
WIN Program	53%	47%	59%	51%	49%	51%
	38	34	72	43	42	85
Other	40%	60%	12%	50%	50%	16%
	6	9	15	13	13	26
Missing	1	2		0	0	

	Empl.	Unempl.	Not Empl.	Total	Empl.	Unempl.	Not Empl.	Total
Social Worker	66%	6%	29%	29%	66%	13%	28%	33%
	23	2	10	35	36	7	12	55
WIN Program	60%	10%	31%	59%	46%	9%	45%	51%
	43	7	22	72	39	8	38	85
Other	47%	33%	20%	12%	54%	0%	46%	16%
	7	5	3	15	14	0	12	26
Missing	1	0	2		0	0	0	

TABLE 50 THE EFFECT OF THE INCOME DISREGARD ON WORK EFFORT

Has the Income Disregard caused you to work more hours or seek more training or jobs?

		WIN I			WIN II	
FEMALES	Successful	Unsuccessful	Total	Successful	Unsuccessful	Total
Yes	59%	42%	43%	43%	57%	40%
	31	22	53	29	38	67
No	49%	51%	57%	59%	41%	60%
	34	36	70	58	41	99
Missing	1	1		0	0	
Chi Square Level of Significance	-			*		

	Empl.	Unempl.	Not Empl.	Total	Empl.	Unempl.	Not Empl.	Total
Yes	76%	9%	15%	43%	45%	5%	50%	40%
	40	5	8	53	30	3	33	66
No	47%	13%	40%	57%	59%	12%	29%	60%
	33	9	28	70	59	12	29	100
Missing	1	0	1		0	0	0	
Chi Square Level of Significance	***				**			

TABLE 51 THE EFFECT OF THE INCOME DISREGARD ON WORK EFFORT

Do you think the Income Disregard will cause more AFDC clients to work?

	WIN I			WIN II		
FEMALES	Successful	Unsuccessful	Total	Successful	Unsuccessful	Total
Yes	56% 60	44% 46	73% 108	56% 73	44% 58	70% 131
No	38% 15	63% 25	27% 40	43% 24	57% 32	30% 56
Missing	6	5		7	3	
Chi Square Level of Significane	*			a		

	Empl.	Unempl.	Not Empl.	Total	Empl.	Unempl.	Not Empl.	Total
Yes	63% 68	9% 10	28% 30	73% 108	57% 75	8% 10	35% 46	70% 131
No	43% 17	18% 7	40% 16	27% 40	41% 23	16% 9	43% 24	30% 56
Missing	6	0	5		4	2	4	
Chi Square Level of Significance	*				*			

TABLE 52 THE EFFECT OF THE INCOME DISREGARD ON WORK EFFORT

Has the Income Disregard made work more appealing to you?

	WIN I			WIN II		
FEMALES	Successful	Unsuccessful	Total	Successful	Unsuccessful	Total
Yes	52%	48%	62%	52%	48%	64%
	49	45	94	65	60	125
No	46%	54%	38%	54%	46%	36%
	26	31	57	37	32	69
Missing	5	3		2	1	
Chi Square Level of Significance	-			-		

	Empl.	Unempl.	Not Empl.	Total	Empl.	Unempl.	Not Empl.	Total
Yes	64%	7%	29%	62%	51%	10%	39%	64%
	50	7	27	94	64	12	49	125
No	46%	18%	37%	38%	54%	12%	34%	36%
	26	10	21	57	37	8	24	69
Missing	5	0	3		1	1	1	
Chi Square Level of Significance	**				-			

TABLE 53 GENERAL KNOWLEDGE OF BEING ABLE TO WORK AND RECEIVE WELFARE

Can a man work and receive welfare at the same time?

	WIN I			WIN II		
MALES	Successful	Unsuccessful	Total	Successful	Unsuccessful	Total
Yes	57%	44%	70%	58%	42%	70%
	52	40	92	54	39	93
No	53%	48%	30%	50%	50%	30%
	21	19	40	20	20	40
Missing	14	8		9	3	
Chi Square Level of Significance	-			-		

	Empl.	Unempl.	Not Empl.	Total	Empl.	Unempl.	Not Empl.	Total
Yes	67%	12%	21%	70%	54%	32%	14%	70%
	62	11	19	92	50	30	13	93
No	68%	25%	8%	30%	55%	35%	10%	30%
	27	10	3	40	22	14	4	40
Missing	14	5	3		9	2	1	
Chi Square Level of Significance	**				-			

TABLE 54 SPECIFIC KNOWLEDGE OF BEING ABLE TO WORK AND RECEIVE WELFARE

How many hours per month do you think a man with a family exactly like yours could work before he would no longer receive an AFDC check?

	WIN I			WIN II		
MALES	**Successful**	**Unsuccessful**	**Total**	**Successful**	**Unsuccessful**	**Total**
None	67% 2	33% 1	6% 3	100% 2	0% 0	4% 2
Less Than 100 Hours	62% 18	38% 11	53% 29	50% 8	50% 8	29% 16
100 Hours	60% 3	40% 2	9% 5	64% 7	36% 4	20% 11
100 - 159 Hours	67% 2	33% 1	6% 3	88% 7	12% 1	14% 8
160 Hours Or More (full-time)	33% 5	67% 10	27% 15	63% 12	37% 7	34% 19
Missing	22	15		18	19	

	Empl.	**Unempl.**	**Not Empl.**	**Total**	**Empl.**	**Unempl.**	**Not Empl.**	**Total**
None	100% 3	0% 0	0% 0	6% 3	50% 1	9% 0	50% 1	4% 2
Less Than 100 Hours	66% 19	3% 1	31% 9	53% 29	56% 9	31% 5	13% 2	29% 16
100 Hours	40% 2	40% 2	20% 1	9% 5	82% 9	9% 1	9% 1	20% 11
100 - 159 Hours	67% 2	0% 0	33% 1	6% 3	88% 7	0% 0	12% 1	14% 8
160 Hours or More	67% 10	20% 3	13% 2	27% 15	42% 8	47% 9	11% 2	34% 19
Missing	26	5	6		16	15	6	

TABLE 55 GENERAL KNOWLEDGE OF THE HUNDRED-HOUR MAXIMUM WORK RULE*

	WIN I			WIN II		
MALES	Successful	Unsuccessful	Total	Successful	Unsuccessful	Total
Said They Knew of Rule	65% 32	35% 17	32% 49	59% 27	41% 19	33% 46
Said They Did Not Know of Rule	52% 55	48% 50	68% 105	57% 54	43% 41	67% 95
Missing	0	0		2	2	
Chi Square Level of Significance	b			-		

	Empl.	Unempl.	Not Empl.	Total	Empl.	Unempl.	Not Empl.	Total
Said They Knew of Rule	65% 32	14% 7	20% 10	32% 49	63% 29	24% 11	13% 6	33% 46
Said They Did Not Know of Rule	68% 71	18% 19	14% 15	68% 105	53% 50	35% 34	12% 11	67% 95
Missing	0	0	0		2	1	1	
Chi Square Level of Significance	-				-			

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*Respondent was read a simple statement about the 100-hour maximum work rule and asked if they knew about the regulation.

TABLE 56 SPECIFIC KNOWLEDGE OF BEING ABLE TO WORK AND RECEIVE WELFARE

If a man who is receiving AFDC begins to work, but works less than 100 hours per month, now would the first $30 he earned change the size of his AFDC check?

	WIN I			WIN II		
MALES	**Successful**	**Unsuccessful**	**Total**	**Successful**	**Unsuccessful**	**Total**
No Change	47% 9	53% 10	56% 19	67% 22	33% 11	46% 33
AFDC Cancelled	50% 1	50% 1	6% 2	0% 0	0% 0	0% 0
Larger	0	0	0	75% 3	25% 1	6% 4
Smaller	69% 9	31% 4	38% 13	54% 19	46% 16	49% 35
Missing	33	25		10	11	

	Empl.	**Unempl.**	**Not Empl.**	**Total**	**Empl.**	**Unempl.**	**Not Empl.**	**Total**
No Change	68% 13	16% 3	16% 3	56% 19	61% 20	27% 9	12% 4	46% 33
AFDC Cancelled	100% 2	0% 0	0% 0	6% 2	0%	0%	0%	0%
Larger	0%	0%	0%	0%	75% 3	25% 1	0% 0	6% 4
Smaller	77% 10	8% 1	15% 2	38% 13	66% 23	26% 9	9% 3	49% 35
Missing	37	7	14		4	11	6	

TABLE 57 SPECIFIC KNOWLEDGE OF BEING ABLE TO WORK AND RECEIVE WELFARE

If a man who is receiving AFDC begins to work full-time, how would this change the size of his AFDC check?

	WIN I			WIN II		
MALES	Successful	Unsuccessful	Total	Successful	Unsuccessful	Total
No Change	0%	100%	2%	100%	0%	2%
	0	1	1	2	0	2
AFDC	55%	46%	67%	57%	43%	49%
Cancelled	18	15	33	24	18	42
Larger	0	0	0	0	0	0
Smaller	53%	47%	31%	61%	39%	48%
	8	7	15	25	16	41
Missing	26	17		3	5	

	Empl.	Unempl.	Not Empl.	Total	Empl.	Unempl.	Not Empl.	Total
No Change	100%	0%	0%	2%	50%	0	50%	2%
	1	0	0	1	1	0	1	2
AFDC	73%	18%	9%	67%	57%	31%	12%	49%
Cancelled	24	6	3	33	24	13	5	42
Larger	0	0	0	0	0	0	0	0
Smaller	80%	7%	13%	31%	59%	34%	7%	48%
	12	1	2	15	24	14	3	41
Missing	25	4	14		1	3	4	

TABLE 58 THE EFFECT OF THE HUNDRED-HOUR RULE ON WORK BEHAVIOR

Has the 100-hour rule made any difference in the number of hours per month you have worked or plan to work?

	WIN I			WIN II		
MALES	Successful	Unsuccessful	Total	Successful	Unsuccessful	Total
Yes	33%	67%	4%	75%	25%	9%
	2	4	6	9	3	12
No	57%	43%	96%	56%	44%	91%
	85	63	148	71	57	128
Missing	0	0		3	2	
Chi Square Level of Significance	-			-		

	Empl.	Unempl.	Not Empl.	Total	Empl.	Unempl.	Not Empl.	Total
Yes	67%	33%	0%	4%	58%	25%	17%	9%
	4	2	0	6	7	3	2	12
No	67%	16%	17%	96%	56%	33%	12%	91%
	99	24	25	148	71	42	15	128
Missing	0	0	0		3	1	1	
Chi Square Level of Significance	-				-			

SECTION 4

ATTITUDINAL VARIABLES

Tables 59 through 116 pertain to the section on non-monetary and attitudinal variables presented on pages 52 to 67 in the report. Immediately following these tables are the questions and methodology used to construct the attutude scales.

TABLE 39 JOB SATISFACTION

Aggregate Job Satisfaction

	WIN I			WIN II		
FEMALES	**Successful**	**Unsuccessful**	**Total**	**Successful**	**Unsuccessful**	**Total**
High	67% 45	33% 22	48% 67	56% 43	44% 34	42% 77
Medium	40% 21	60% 31	37% 52	53% 47	47% 41	48% 88
Low	33% 7	67% 14	15% 21	41% 7	59% 10	9% 17
Missing	8	11		7	8	
Mean /Level Of Significance	41.82	38.09	.06	42.18	41.97	.93
Reliability Coefficient	.92			.94		
Chi Square Level of Significance	***			-		

	WIN I			WIN II		
MALES	**Successful**	**Unsuccessful**	**Total**	**Successful**	**Unsuccessful**	**Total**
High	60% 55	40% 36	65% 91	63% 41	37% 24	49% 65
Medium	57% 25	43% 19	31% 44	61% 30	39% 19	37% 49
Low	20% 1	80% 4	4% 5	45% 9	55% 11	15% 20
Missing	6	8		3	8	
Mean /Level Of Significance	43.67	42.37	.44	42.12	44.74	.39
Reliability Coefficient	.89			.96		
Chi Square Level of Signficance	c			-		

TABLE 60 JOB SATISFACTION

Aggregate Job Satisfaction

	WIN I				WIN II			
FEMALES	**Empl.**	**Unempl.**	**Not Empl.**	**Total**	**Empl.**	**Unempl.**	**Not Empl.**	**Total**
High	81% 54	7% 5	12% 8	48% 67	53% 41	10% 8	36% 28	42% 77
Medium	48% 25	10% 5	42% 22	37% 52	51% 45	11% 10	38% 33	48% 88
Low	29% 6	29% 6	43% 9	15% 21	47% 8	12% 2	41% 7	9% 17
Missing	6	1	12		8	1	6	
Mean/Level Of Significance	42.40	36.67		.01	43.06	41.03		.39
Reliability Coefficient	.92				.94			
Chi Square Level of Significance	***				-			

	WIN I				WIN II			
MALES	**Empl.**	**Unempl.**	**Not Empl.**	**Total**	**Empl.**	**Unempl.**	**Not Empl.**	**Total**
High	78% 70	13% 12	10% 9	65% 91	49% 32	38% 25	12% 8	49% 65
Medium	64% 28	23% 10	14% 6	31% 44	61% 30	24% 12	14% 7	37% 49
Low	20% 1	40% 2	40% 2	4% 5	65% 13	25% 5	10% 2	15% 20
Missing	4	2	8		6	4	1	
Mean/ Level Of Significance	43.64	41.96		.35	41.42	45.55		.17
Reliability Coefficient	.89				.96			
Chi Square Level of Significance	*				-			

TABLE 61 WORK ETHIC

All things considered, do you think it is worthwhile for you to work?

	WIN I			WIN II		
FEMALES	Successful	Unsuccessful	Total	Successful	Unsuccessful	Total
Yes	59% 75	41% 52	80% 127	57% 93	43% 69	86% 162
No	19% 6	81% 26	20% 32	23% 6	77% 20	14% 26
Missing	0	0		5	4	
Chi Square Level of Significance	***			***		

MALES	Successful	Unsuccessful	Total	Successful	Unsuccessful	Total
Yes	58% 82	42% 60	93% 142	58% 78	42% 57	94% 135
No	40% 4	60% 6	7% 10	50% 4	50% 4	6% 8
Missing	1	1		1	1	
Chi Square Level of Significance	-			-		

TABLE 62 **WORK ETHIC**

All things considered, do you think it is worthwhile for you to work?

	WIN I				WIN II			
FEMALES	**Empl.**	**Unempl.**	**Not Empl.**	**Total**	**Empl.**	**Unempl.**	**Not Empl.**	**Total**
Yes	69%	10%	21%	80%	56%	9%	35%	86%
	87	13	27	127	91	14	57	162
No	13%	13%	75%	20%	31%	19%	50%	14%
	4	4	24	32	8	5	13	26
Missing	0	0	0		3	2	4	
Chi Square Level of Significance	***				**			

MALES	**Empl.**	**Unempl.**	**Not Empl.**	**Total**	**Empl.**	**Unempl.**	**Not Empl.**	**Total**
Yes	70%	18%	12%	93%	57%	31%	11%	94%
	99	26	17	142	77	43	15	135
No	30%	0%	70%	7%	25%	37%	37%	6%
	3	0	7	10	2	3	3	8
Missing	1	0	1		2	0	0	
Chi Square Level Of Significance	***				*			

TABLE 63 WORK ETHIC

If you had enough money to meet your needs without workin working, would you:

3 = work full-time at something you enjoyed
2 = work part-time at something you enjoyed
1 = not work at all?

	WIN I			WIN II		
FEMALES	**Successful**	**Unsuccessful**	**Total**	**Successful**	**Unsuccessful**	**Total**
3	42%	58%	28%	50%	50%	23%
	19	26	45	22	22	44
2	59%	41%	62%	56%	44%	70%
	58	40	98	75	60	135
1	25%	75%	10%	40%	60%	8%
	4	12	16	6	9	15
Missing	0	0		1	2	
Chi Square Level of Significance	**			-		

MALES	**Successful**	**Unsuccessful**	**Total**	**Successful**	**Unsuccessful**	**Total**
3	57%	43%	57%	57%	43%	54%
	50	38	88	44	33	77
2	62%	38%	36%	53%	47%	43%
	34	21	55	33	29	62
1	27%	73%	7%	100%	0%	3%
	3	8	11	4	0	4
Missing	0	0		2	0	
Chi Square Level of Significance	a			b		

TABLE 64 WORK ETHIC

If you had enough money to meet your needs without working, would you:

3 = work full-time at something you enjoyed
2 = work part-time at something you enjoyed
1 = not work at all

	WIN I				WIN II			
FEMALES	Empl.	Unempl.	Not Empl.	Total	Empl.	Unempl.	Not Empl.	Total
3	67%	7%	27%	28%	48%	5%	48%	23%
	30	3	12	45	21	2	21	44
2	54%	14%	32%	62%	53%	13%	35%	70%
	53	14	31	98	71	17	47	135
1	50%	0%	50%	10%	53%	13%	33%	8%
	8	0	8	16	8	2	5	15
Missing	0	0	0		2	0	1	
Chi Square Level of Significance	b				-			

MALES	Empl.	Unempl.	Not Empl.	Total	Empl.	Unempl.	Not Empl.	Total
3	72%	15%	14%	57%	52%	36%	12%	54%
	63	13	12	88	40	28	9	77
2	62%	20%	18%	36%	57%	29%	15%	43%
	34	11	10	55	35	18	9	62
1	55%	18%	27%	7%	100%	0%	0%	3%
	6	2	3	11	4	0	0	4
Missing	0	0	0		2	0	0	
Chi Square Level of Significance	-				-			

TABLE 65 ATTITUDES TOWARDS WORK

Work Ethic.

	WIN I			WIN II		
FEMALES	Successful	Unsuccessful	Total	Successful	Unsuccessful	Total
High	59%	41%	63%	58%	42%	66%
	57	40	97	70	51	121
Moderate	41%	59%	28%	40%	60%	26%
	18	26	44	19	28	47
Low	28%	71%	9%	50%	50%	8%
	4	10	14	7	7	14
Missing	2	2		8	7	
Mean/ Level of Significance	6.86	6.54	.03	6.83	6.67	.13
Reliability Coefficient	.09			.16		
Chi Square Level of Significance	**			a		

MALES	Successful	Unsuccessful	Total	Successful	Unsuccessful	Total
High	58%	42%	79%	55%	45%	77%
	71	51	122	58	47	105
Moderate	48%	52%	14%	54%	46%	18%
	10	11	21	13	11	24
Low	55%	44%	6%	88%	12	6%
	5	4	9	7	1	8
Missing	1	1		5	3	
Mean /Level Of Significance	7.16	7.17	.98	7.05	7.17	.45
Reliability Coefficient	.22			.27		
Chi Square Level of Significance	**			a		

TABLE 66 ATTITUDES TOWARDS WORK

Work Ethic.

	WIN I				WIN II			
FEMALES	**Empl.**	**Unempl.**	**Not Empl.**	**Total**	**Empl.**	**Unempl.**	**Not Empl.**	**Total**
High	62%	11%	26%	56%	56%	10%	34%	66%
	54	10	23	87	68	12	41	121
Moderate	48%	11%	41%	28%	45%	9%	47%	26%
	21	5	18	44	21	4	22	47
Low	21%	7%	71%	9%	43%	21%	36%	8%
	3	1	10	14	6	3	5	14
Missing	3	1	0		7	2	6	
Mean/ Level of Significance	6.93	6.40		.00	6.79	6.69		.43
Reliability Coefficient	.09				.16			
Chi Square Level of Significance	***				-			

MALES	**Empl.**	**Unempl.**	**Not Empl.**	**Total**	**Empl.**	**Unempl.**	**Not Empl.**	**Total**
High	70%	16%	14%	79%	50%	38%	12%	77%
	85	20	17	122	52	40	13	105
Moderate	62%	19%	19%	14%	71%	17%	13%	18%
	13	4	4	21	17	4	3	24
Low	44%	22%	33%	6%	50%	25%	25%	6%
	4	2	3	9	4	2	2	8
Missing	1	0	1		8	0	0	
Mean /Level of Significance	7.25	6.98		.08	7.07	7.14		.64
Reliability Coefficient	.22				.27			
Chi Square Level of Significance	-							

TABLE 67 WORK ETHIC

1 = Jim thinks a lot of people get ahead without working hard. Getting ahead in life does not always depend on hard work.

2 = Sam thinks you have to work hard if you want to get ahead in life. You do not get anywhere without working hard.

	WIN I			WIN II		
FEMALES	Successful	Unsuccessful	Total	Successful	Unsuccessful	Total
2	53% 68	47% 60	82% 128	53% 84	47% 75	81% 159
1	39% 11	61% 17	18% 28	54% 20	46% 17	19% 37
Missing	2	1		0	1	
Chi Square Level of Significance	c			-		

MALES	Successful	Unsuccessful	Total	Successful	Unsuccessful	Total
2	56% 68	44% 54	80% 122	56% 58	43% 45	72% 103
1	61% 19	39% 12	20% 31	63% 25	37% 15	28% 40
Missing	0	1		0	2	
Chi Square Level of Significance	-			-		

TABLE 68 WORK ETHIC

1 = Jim thinks a lot of people get ahead without working hard. Getting ahead in life does not always depend on hard work.

2 = Sam thinks you have to work hard if you want to get ahead in life. You do not get anywhere without working hard.

	WIN I				WIN II			
FEMALES	Empl.	Unempl.	Not Empl.	Total	Empl.	Unempl.	Not Empl.	Total
2	58%	10%	32%	82%	51%	11%	38%	81%
	74	13	41	128	81	18	60	159
1	54%	11%	36%	18%	57%	8%	35%	19%
	15	3	10	28	21	3	13	37
Missing	2	1	0		0	0	1	
Chi Square Level of Significance	-				-			

MALES	Empl.	Unempl.	Not Empl.	Total	Empl.	Unempl.	Not Empl.	Total
2	69%	16%	16%	80%	52%	35%	13%	72%
	84	19	19	122	54	36	13	103
1	61%	23%	16%	20%	63%	25%	13%	28%
	19	7	5	31	25	10	5	40
Missing	0	0	1		2	0	0	
Chi Square Level of Significance	-				-			

TABLE 69

WORK ETHIC

1 = Tom feels you should only work hard if you get something out of it. You do not owe your boss anything. You are a sucker if you work harder than you have to.

2 = Tim feels that people should work hard. You just feel better after you put in a hard day's work.

	WIN I			WIN II		
FEMALES	Successful	Unsuccessful	Total	Successful	Unsuccessful	Total
2	50%	50%	90%	52%	48%	94%
	71	71	142	95	87	182
1	67%	33%	10%	58%	42%	6%
	10	5	15	7	5	12
Missing	0	2		2	1	
Chi Square Level of Significance	-			-		

	WIN I			WIN II		
MALES	Successful	Unsuccessful	Total	Successful	Unsuccessful	Total
2	55%	45%	92%	57%	44%	93%
	77	64	141	74	57	135
1	83%	17%	8%	70%	30%	7%
	10	2	12	7	3	10
Missing	0	1		2	2	
Chi Square Level of Significance	*			-		

TABLE 70 WORK ETHIC

1 = Tom feels you should only work hard if you get something out of it. You do not owe your boss anything. You are a sucker if you work harder than you have to.

2 = Tim feels that people should work hard. You just feel better after you put in a hard day's work.

	WIN I				WIN II			
FEMALES	Empl.	Unempl.	Not Empl.	Total	Empl.	Unempl.	Not Empl.	Total
2	57%	11%	32%	90%	52%	11%	37%	94%
	81	15	46	142	95	20	67	182
1	60%	7%	33%	10%	42%	8%	50%	6%
	9	1	5	15	5	1	6	12
Missing	1	1	0		2	0	1	
Chi Square Level of Significance	-				-			

	WIN I				WIN II			
MALES	Empl.	Unempl.	Not Empl.	Total	Empl.	Unempl.	Not Empl.	Total
2	67%	17%	16%	92%	57%	31%	12%	93%
	94	24	23	141	74	41	16	131
1	75%	17%	8%	8%	30%	50%	20%	7%
	9	2	1	12	3	5	2	10
Missing	0	0	1		3	0	0	
Chi Square Level of Significance	-				c			

TABLE 71 ATTITUDES TOWARDS WORK

Perceived benefits to family of working.

	WIN I			WIN II		
FEMALES	**Successful**	**Unsuccessful**	**Total**	**Successful**	**Unsuccessful**	**Total**
Agree	45%	55%	14%	59%	41%	11%
	10	12	22	13	9	22
Qualified	47%	53%	32%	57%	43%	23%
	24	27	51	26	20	46
Disagree	55%	45%	54%	50%	50%	65%
	47	39	86	65	64	129
Missing	0	0		0	0	
Mean/Level of Significance	4.80	5.08	.43	4.51	4.30	.45
Chi Square Level of Significance	-			-		

MALES	**Successful**	**Unsuccessful**	**Total**	**Successful**	**Unsuccessful**	**Total**
Agree	57%	43%	24%	43%	57%	16%
	21	16	37	10	13	23
Qualified	52%	48%	37%	60%	40%	29%
	29	27	56	25	17	42
Disagree	62%	38%	39%	61%	39%	55%
	37	23	60	48	31	79
Missing	0	1		0	1	
Mean/level of Significance	5.38	5.71	.35	4.71	5.23	.15
Chi Square Level of Significance	-			-		

TABLE 72 ATTITUDES TOWARD WORK

Perceived benefits to family of working.

	WIN I				WIN II			
FEMALES	Empl.	Unempl.	Not Empl.	Total	Empl.	Unempl.	Not Empl.	Total
Agree	68% 15	9% 2	23% 5	14% 22	36% 8	14% 3	50% 11	11% 22
Qualified	61% 31	14% 7	25% 13	32% 51	61% 28	13% 6	26% 12	23% 46
Disagree	52% 45	9% 8	38% 33	54% 86	51% 66	9% 12	40% 51	65% 129
Missing	0	0	0		0	0	0	
Mean /Level of Significance	5.24	4.53		.04	4.40	4.42		.95
Chi Square Level of Significance	-				-			

MALES	Empl.	Unempl.	Not Empl.	Total	Empl.	Unempl.	Not Empl.	Total
Agree	59% 22	22% 8	19% 7	24% 37	43% 10	43% 10	13% 3	16% 23
Qualified	77% 43	14% 8	9% 5	37% 56	45% 19	45% 19	10% 4	29% 42
Disagree	63% 38	17% 10	20% 12	39% 60	65% 51	22% 17	14% 11	55% 79
Missing	0	0	1		1	0	0	
Mean /Level of Significance	5.52	5.52		.99	4.50	5.47		.01
Chi Square Level of Significance	-				*			

TABLE 73 WILLINGNESS TO OVERCOME BARRIERS / HASSLES TO EMPLOYMENT

	WIN I			WIN II		
FEMALES	**Successful**	**Unsuccessful**	**Total**	**Successful**	**Unsuccessful**	**Total**
High	63%	37%	26%	66%	34%	16%
	26	15	41	19	10	29
Moderate	50%	50%	69%	51%	49%	82%
	53	54	107	78	75	153
Low	13%	88%	5%	50%	50%	2%
	1	7	8	2	2	4
Missing	1	2		5	6	
Mean/Level of Significance	12.09	11.00	.04	11.57	11.20	.30
Reliability Coefficient	.73			.57		
Chi Square Level of Significance	c			c		

MALES	**Successful**	**Unsuccessful**	**Total**	**Successful**	**Unsuccessful**	**Total**
High	60%	40%	49%	62%	38%	37%
	44	29	73	32	20	52
Moderate	54%	46%	49%	55%	45%	62%
	39	33	72	48	39	87
Low	33%	67%	2%	50%	50%	1%
	1	2	3	1	1	2
Missing	3	3		2	2	
Mean/Level of Significance	13.69	13.02	.19	12.80	12.60	.65
Reliability Coefficient	.63			.54		
Chi Square Level of Significance	-			-		

TABLE 74 WILLINGNESS TO OVERCOME BARRIERS / HASSLES TO EMPLOYMENT

	WIN I				WIN II			
FEMALES	Empl.	Unempl.	Not Empl.	Total	Empl.	Unempl.	Not Empl.	Total
High	66% 27	10% 4	24% 10	26% 41	48% 14	14% 4	38% 11	16% 29
Moderate	58% 62	12% 13	30% 32	69% 107	54% 83	10% 15	36% 55	82% 153
Low	13% 1	0% 0	88% 7	5% 8	0% 0	25% 1	75% 3	2% 4
Missing	1	0	2		5	1	5	
Mean/Level of Significance	12.19	10.70		.00	11.45	11.33		.74
Reliability Coefficient	.73				.57			
Chi Square Level of Significance	***				c			

MALES	Empl.	Unempl.	Not Empl.	Total	Empl.	Unempl.	Not Empl.	Total
High	64% 47	22% 16	14% 10	49% 73	60% 31	29% 15	12% 6	37% 52
Moderate	72% 52	14% 10	14% 10	49% 72	54% 47	33% 29	13% 11	62% 87
Low	33% 1	0% 0	66% 2	2% 3	0% 0	50% 1	50% 1	1% 2
Missing	3	0	3		3	1	0	
Mean/Level of Significance	13.44	13.31		.81	12.91	12.47		.33
Reliability Coefficient	.63				.54			
Chi Square Level of Significance	*				c			

TABLE 75 PERCEIVED HASSLES OF WORK

				WIN II			
FEMALES	Successful	Unsuccessful	Total	Empl.	Unempl.	Not Empl.	Total
No Problems	23% 24	25% 23	24% 47	28% 29	24% 5	18% 13	24% 47
Transportation	10% 10	7% 6	8% 16	8% 8	10% 2	8% 6	8% 16
Child Care	19% 20	29% 27	24% 47	16% 16	24% 5	35% 26	24% 47
Not Enough Time For Children, Family Life	27% 28	17% 16	22% 44	26% 26	19% 4	19% 14	22% 44
Sick Kids	4% 4	1% 1	3% 5	3% 3	5% 1	1% 1	3% 5
Less Time For Home Chores	6% 6	3% 3	5% 9	7% 7	0% 0	3% 2	5% 9
Bad Hours	5% 5	3% 3	4% 8	4% 4	10% 2	3% 2	4% 8
Affects Personal Health	0% 0	1% 1	1% 1	1% 1	0% 0	0% 0	1% 1
Makes Outside Activities Harder	1% 1	0% 0	1% 1	1% 1	0% 0	0% 0	1% 1
All other	6% 6	14% 13	10% 19	7% 7	10% 2	14% 10	10% 19
Missing	0	0		0	0	0	
Chi Square Levels of Significance	b			-			

TABLE 76 PERCEIVED HASSLES OF WORK

				WIN II			
MALES	Successful	Unsuccessful	Total	Empl.	Unempl.	Not Empl.	Total
No Problems	61% 49	53% 33	57% 82	58% 46	59% 27	50% 9	57% 82
Transportation	3% 2	13% 8	7% 10	5% 4	7% 3	17% 3	7% 10
Child Care	3% 2	3% 2	3% 4	3% 2	2% 1	6% 1	3% 4
Not Enough Time For Children, Family Life	10% 8	3% 2	7% 10	10% 8	4% 2	0% 0	7% 10
Sick Kids	0% 0	2% 1	1% 1	0% 0	2% 1	0% 0	1% 1
Less Time For Home Chores	0% 0	0% 0	0% 0	0% 0	0% 0	0% 0	0% 0
Bad Hours	14% 11	7% 4	11% 15	13% 10	11% 5	0% 0	11% 15
Affects Personal Health	0% 0	1% 2	1% 2	0% 0	2% 1	6% 1	1% 2
Makes Outside Activities Harder	1% 0	0% 2	1% 2	1% 1	2% 1	0% 0	1% 2
All Other	11% 9	13% 8	12% 17	10% 8	11% 5	22% 4	12% 17
Missing	2	0		2	0	0	
Chi Square Levels of Significance	**			-			

TABLE 77 PERCEIVED HASSLES OF WORK

What do you consider to be your biggest problem(s) with child care?

WIN II

FEMALES	Successful	Unsuccessful	Total	Employed	Unemployed	Not Employed	Total
No problem	49% 51	39% 36	44% 87	58% 59	29% 6	30% 22	44% 87
No good child care available	15% 16	18% 17	17% 33	12% 12	19% 4	23% 7	17% 33
None available close to home/work	4% 4	4% 4	4% 8	3% 3	10% 2	4% 3	4% 8
Too expensive	2% 2	8% 7	5% 9	4% 4	5% 1	5% 4	5% 9
Not enough money from welfare for child care	0% 0	2% 2	1% 2	0% 0	5% 1	1% 1	1% 2
Won't take sick children	5% 5	7% 6	6% 11	5% 5	5% 1	7% 5	6% 11
Don't like strangers caring for my children	2% 2	3% 3	3% 5	1% 1	0% 0	5% 4	3% 5
Arrangements not flexible for special hours	6% 6	5% 5	6% 11	4% 4	14% 3	5% 4	6% 11
Lack of care or supervision for after school hours	7% 7	4% 4	6% 11	6% 6	5% 1	5% 4	6% 11
All other	11% 11	10% 9	10% 20	8% 8	10% 2	14% 10	10% 20
Missing	0	0		0	0	0	
Chi Square Level of Significance	-			*			

TABLE 78 PERCEIVED HASSLES OF WORK

What do you consider to be your biggest problem(s) with child care?

				WIN II			
MALES	Successful	Unsuccessful	Total	Employed	Unemployed	Not Employed	Total
No Problem	83% 68	84% 52	83% 120	78% 63	91% 41	89% 16	83% 120
No good child care available	2% 2	10% 6	6% 8	7% 6	4% 2	0% 0	6% 8
None available close to home/work	1% 1	3% 2	2% 3	3% 2	0% 0	6% 1	2% 3
Too expensive	2% 2	0% 0	1% 2	3% 2	0% 0	0% 0	1% 2
Not enough money from welfare for child care	1% 1	0% 0	1% 1	0% 0	2% 1	0% 0	1% 1
Won't take sick children	0% 0	0% 0	0% 0	0% 0	0% 0	0% 0	0% 0
Don't like strangers caring for my children	0% 0	0% 0	0% 0	0% 0	0% 0	0% 0	0% 0
Arrangements not flexible for special hours	4% 3	2% 1	3% 4	4% 3	0% 0	6% 1	3% 4
Lack of care or supervision for after school hours	0% 0	0% 0	0% 0	0% 0	0% 0	0% 0	0% 0
All other	6% 5	2% 1	4% 6	6% 5	2% [illegible]	0% 0	4% 6
Missing	1	0		0	1	0	
Chi Square Level of Significance	b			-			

TABLE 79 INTERFERENCE OF WORK WITH OTHER ROLES

	WIN I			WIN II		
FEMALES	Successful	Unsuccessful	Total	Successful	Unsuccessful	Total
Low	57% 4	43% 3	8% 7	50% 1	50% 1	2% 2
Moderate	55% 28	45% 23	58% 51	45% 25	55% 30	44% 55
High	50% 15	50% 15	34% 30	57% 38	43% 29	54% 67
Missing	34	37		40	33	
Mean/Level of Significance	31.23	30.46	.35	28.31	29.40	.11
Reliability Coefficient	.78			.79		
Chi Square Level of Significance	-			c		

	WIN I			WIN II		
MALES	Successful	Unsuccessful	Total	Successful	Unsuccessful	Total
Low	66% 19	34% 10	28% 29	60% 18	40% 12	35% 30
Moderate	54% 37	46% 31	67% 68	59% 32	42% 22	64% 54
High	100% 5	0% 0	5% 5	100% 1	0% 0	1% 1
Missing	26	26		32	28	
Mean/Level of Significance	35.03	34.54	.50	35.53	35.62	.90
Reliability Coefficient	.81			.72		
Chi Square Level of Significance	-			b		

TABLE 80 INTERFERENCE OF WORK WITH OTHER ROLES

	WIN I				WIN II			
FEMALES	**Empl.**	**Unempl.**	**Not Empl.**	**Total**	**Empl.**	**Unempl.**	**Not Empl.**	**Total**
Low	57% 4	0% 0	43% 3	8% 7	50% 1	0% 0	50% 1	2% 2
Moderate	55% 28	10% 5	35% 18	58% 51	55% 30	20% 11	25% 14	44% 55
High	60% 18	17% 5	23% 7	34% 30	49% 33	9% 6	42% 28	54% 67
Missing	31	7	23		38	4	31	
Mean/ Level of Significance	30.90		30.84	.95	28.89		28.78	.87
Reliability Coefficient		.78			.79			
Chi Square Level of Significance	-				-			

MALES	**Empl.**	**Unempl.**	**Not Empl.**	**Total**	**Empl.**	**Unempl.**	**Not Empl.**	**Total**
Low	83% 24	10% 3	7% 2	28% 29	43% 13	37% 11	20% 6	35% 30
Moderate	63% 43	18% 12	19% 13	67% 68	63% 34	31% 17	5% 3	64% 54
High	80% 4	20% 1	0% 0	5% 5	100% 1	0% 0	0% 0	1% 1
Missing	32	10	10		33	18	9	
Mean /Level of Significance	35.35		33.65	.03	35.31		35.89	.42
Reliability Coefficient		.81			.72			
Chi Square Level of Significance	a				-			

TABLE 81 ATTITUDES TOWARD WELFARE PROGRAM

Many people feel there are serious problems with the welfare system. Do you think so?

	WIN I			WIN II		
FEMALES	**Successful**	**Unsuccessful**	**Total**	**Successful**	**Unsuccessful**	**Total**
Yes	50% 64	50% 63	85% 127	56% 79	44% 62	72% 141
No	46% 10	55% 12	15% 22	45% 25	55% 31	28% 56
Missing	7	3		0	0	
Chi Square Level of Significance	-			b		

	WIN I			WIN II		
MALES	**Successful**	**Unsuccessful**	**Total**	**Successful**	**Unsuccessful**	**Total**
Yes	55% 57	45% 47	74% 104	57% 56	43% 42	68% 98
No	53% 19	47% 17	26% 36	57% 27	43% 20	32% 47
Missing	11	3		0	0	
Chi Square Level of Significance	-			-		

TABLE 82 ATTITUDES TOWARD WELFARE PROGRAM

Dissatisfaction with welfare.

	WIN I			WIN II		
FEMALES	Successful	Unsuccessful	Total	Successful	Unsuccessful	Total
High	0%	100%	5%	67%	33%	6%
	0	6	6	6	3	9
Moderate	56%	44%	70%	60%	40%	59%
	49	39	88	49	33	82
Low	53%	47%	25%	47%	53%	35%
	17	15	32	23	26	49
Missing						
Mean/Level Of Significance	4.58	4.93	.35	4.64	4.31	.40
Reliability Coefficient	.53			.65		
Chi Square Level of Significance	**			c		

MALES	Successful	Unsuccessful	Total	Successful	Unsuccessful	Total
High	100%	0%	1%	0%	100%	2%
	1	0	1	0	2	2
Moderate	50%	50%	72%	52%	48%	65%
	36	36	72	32	30	62
Low	62%	38%	26%	68%	32%	33%
	16	10	26	21	10	31
Missing						
Mean/Level Of Significance	4.56	4.70	.73	4.08	5.00	.02
Reliability Coefficient	.47			.49		
Chi Square Level of Significance	-			*		

TABLE 83 ATTITUDES TOWARD WELFARE PROGRAM
Dissatisfaction with welfare.

	WIN I				WIN II			
FEMALES	Empl.	Unempl.	Not Empl.	Total	Empl.	Unempl.	Not Empl.	Total
High	33% 2	33% 2	33% 2	5% 6	78% 7	0% 0	22% 2	6% 9
Moderate	59% 52	9% 8	32% 28	70% 88	57% 47	9% 7	34% 28	59% 82
Low	59% 19	13% 4	28% 9	25% 32	43% 21	16% 8	41% 20	35% 49
Missing								
Mean/Level Of Significance	4.58	4.98		.29	4.83	4.11		.07
Reliability Coefficient	.53				.65			
Chi Square Level of Significance	-				b			

MALES	Empl.	Unempl.	Not Empl.	Total	Empl.	Unempl.	Not Empl.	Total
High	0% 0	100% 1	0% 0	1% 1	0% 0	0% 0	100% 2	2% 2
Moderate	63% 45	17% 12	21% 15	72% 72	61% 38	27% 17	11% 7	65% 62
Low	77% 20	19% 5	4% 1	26% 26	61% 19	26% 8	13% 4	33% 31
Missing								
Mean/Level Of Significance	4.25	5.35		.01	4.39	4.63		.55
Reliability Coefficient	.47				.49			
Chi Square Level of Significance	*				***			

TABLE 84 ATTITUDES TOWARD WELFARE PROGRAM

Tolerance of welfare abuse.

	WIN II		
FEMALES	**Successful**	**Unsuccessful**	**Total**
Low	53% 51	47% 46	55% 97
Moderate	59% 30	41% 21	29% 51
High	45% 13	55% 16	16% 29
Missing	10	10	
Mean/Level Of Significance	8.31	8.20	.66
Reliability Coefficient	.73		
Chi Square Level of Significance	-		

MALES	**Successful**	**Unsuccessful**	**Total**
Low	57% 43	43% 33	56% 76
Moderate	55% 24	45% 20	32% 44
High	63% 10	38% 6	12% 16
Missing	6	3	
Mean/Level Of Significance	8.42	8.46	.87
Reliability Coefficient	.66		
Chi Square Level of Significance			

TABLE 85 ATTITUDES TOWARD WELFARE PROGRAM

Tolerance of welfare abuse.

		WIN II		
FEMALES	Empl.	Unempl.	Not Empl.	Total
Low	47%	13%	39%	55%
	46	13	38	97
Moderate	61%	10%	29%	29%
	31	5	15	51
High	38%	7%	55%	16%
	11	2	16	29
Missing	14	1	5	
Mean/Level Of Significance	8.28	8.23		.84
Reliability Coefficient	.73			
Chi Square Level of Significance	b			

MALES	Empl.	Unempl.	Not Empl.	Total
Low	51%	36%	13%	56%
	39	27	10	76
Moderate	59%	27%	14%	32%
	26	12	6	44
High	56%	38%	6%	12%
	9	6	1	16
Missing	7	1	18	
Mean/Level Of Significance	8.38	8.50		.62
Reliability Coefficient	.66			
Chi Square Level of Significance	-			

TABLE 86 ATTITUDES TOWARD WELFARE PROGRAM

Tolerance of welfare abuse. (Would you criticize people who do the following things?)

		% Responded Yes				
		Successful	Unsuccessful	Employed	Unempl.	Not Empl.
Earn money and not report it to the caseworker	Females	62%	56%	58%	65%	58%
	Males	65%	65%	68%	64%	53%
Use welfare money for liquor or gambling	Females	82%	80%	84%	86%	75%
	Males	81%	77%	79%	80%	77%
Participate in a sit-in to get higher welfare payments	Females	36%	37%	37%	48%	33%
	Males	46%	39%	39%	46%	50%
Report never having received a welfare check when it had come	Females	86%	83%	85%	91%	82%
	Males	87%	90%	89%	89%	83%
Secretly receive support from the father of children who lives separately	Females	69%	66%	68%	62%	69%
	Males	67%	71%	64%	70%	85%

TABLE 87 ATTITUDES TOWARDS WELFARE PROGRAM

Availability of welfare

WIN II

FEMALES	Successful	Unsuccessful	Total
Low	55%	45%	16%
	16	13	29
Moderate	55%	45%	60%
	49	48	107
High	49%	51%	24%
	21	22	43
Missing	8%	10%	
Mean/Level of Significance	2.65%	2.77%	.50%
Reliability Coefficient	.62%		
Chi Square Level of Significance	-		

MALES	Successful	Unsuccessful	Total
Low	50%	50%	13%
	9	9	18
Moderate	59%	41%	69%
	55	38	93
High	54%	46%	18%
	13	11	24
Missing	6%	4%	
Mean/Level of Significance	2.61%	2.55%	.75
Reliability Coefficient	.47%		
Chi Square Level of Significance	-		

TABLE 88 ATTITUDES TOWARDS WELFARE PROGRAM

Availability of welfare

WIN II

FEMALES	Employment	Unemployment	Not Employed	Total
Low	55% 16	10% 3	35% 10	16% 29
Moderate	49% 52	15% 16	36% 39	60% 107
High	56% 24	1% 1	42% 18	24% 43
Missing	10%	1%	7%	
Mean/Level of Significance	2.75	2.66		.61
Reliability Coefficient	.62			
Chi Square Level of Significance	a			

MALES	Employment	Unemployment	Not Employed	Total
Low	61% 11	22% 4	17% 3	13% 18
Moderate	53% 49	34% 32	13% 12	69% 93
High	63% 15	29% 7	8% 2	18% 24
Missing	6%	3%	1%	
Mean/Level of Significance	2.64	2.52		.51
Reliability Coefficient	.47			
Chi Square Level of Significance	*			

TABLE 89 ATTITUDES TOWARD WELFARE PROGRAM

Availability of welfare. (Should welfare be available to families in the following situations?)

		% Responded Yes				
		Successful	Unsuccessful	Employed	Unempl.	Not Empl.
If there are a lot of children and the parent cannot support them adequately	Female	98%	99%	99%	95%	99%
	Male	96%	97%	96%	98%	94%
If the parent is able-bodied and will only work if he or she can get the type of work desired	Female	29%	37%	34%	30%	33%
	Male	32%	34%	31%	37%	29%
If there is one parent and he or she is able-bodied and simply does not feel like working	Female	13%	20%	16%	5%	21%
	Male	13%	8%	16%	6%	0%
If there is one parent (female) and she feels that the mother's role is in the home	Female	80%	84%	78%	86%	85%
	Male	82%	87%	82%	89%	78%
If there is one parent (female) and she does not try to keep up the home	Female	44%	43%	50%	24%	39%
	Male	39%	32%	43%	23%	39%

TITLE 90 PERCEIVED STIGMA OF WELFARE

In general, how do you think people in this community feel about people who get AFDC payments?

	WIN I			WIN II		
FEMALES	Successful	Unsuccessful	Total	Successful	Unsuccessful	Total
Hostile	60%	40%	49%	61%	39%	35%
	44	29	73	40	26	66
Indifferent	51%	49%	26%	47%	53%	29%
	20	19	39	26	29	55
Understanding	38%	62%	25%	52%	48%	36%
	14	23	37	35	32	67
Missing	3	7		3	6	
Chi Square Level of Significance	** *			-		

	WIN I			WIN II		
MALES	Successful	Unsuccessful	Total	Successful	Unsuccessful	Total
Hostile	61%	39%	44%	63%	38%	28%
	37	24	61	25	15	40
Indifferent	58%	42%	27%	61%	39%	26%
	22	16	38	22	14	36
Understanding	54%	46%	29%	55%	45%	46%
	22	19	41	36	29	65
Missing	6	8		0	4	
Chi Square Level of Significance	**			-		

TABLE 91 PERCEIVED STIGMA OF WELFARE

In general, how do you think people in this community feel about people who get AFDC payments?

	WIN I				WIN II			
FEMALES	Empl.	Unempl.	Not Empl.	Total	Empl.	Unempl.	Not Empl.	Total
Hostile	68%	10%	22%	49%	59%	9%	32%	35%
	50	7	16	73	39	6	21	66
Indifferent	54%	10%	36%	26%	45%	13%	42%	29%
	21	4	14	39	25	7	23	55
Understanding	35%	14%	51%	25%	51%	9%	40%	36%
	13	5	19	37	34	6	27	67
Missing	7	1	2		4	2	3	
Chi Square Level of Significance	*				c			

MALES	Empl.	Unempl.	Not Empl.	Total	Empl.	Unempl.	Not Empl.	Total
Hostile	75%	13%	11%	44%	60%	30%	10%	28%
	46	8	7	61	24	12	4	40
Indifferent	71%	18%	11%	27%	53%	36%	11%	26%
	27	7	4	38	19	13	4	36
Understanding	49%	27%	24%	29%	55%	29%	15%	46%
	20	11	10	41	36	19	10	65
Missing	10	0	4		2	2	0	
Chi Square Level of Significance	-				-			

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TABLE 92 PERCEIVED STIGMA OF WELFARE

Some people who get AFDC payments say that they feel embarrased or uncomfortable when they are with people who are not on welfare. Others say they don't feel this way at all. Do you feel embarrassed or uncomfortable?

	WIN I			WIN II		
FEMALES	Successful	Unsuccessful	Total	Successful	Unsuccessful	Total
Always	59% 18	42% 13	20% 31	46% 26	54% 30	28% 56
Often	47% 36	53% 40	48% 76	56% 49	44% 39	45% 88
Sometimes	53% 8	47% 7	10% 15	62% 13	38% 8	11% 21
Never	51% 18	49% 17	22% 35	50% 16	50% 16	16% 32
Missing	1	1		0	0	
Chi Square Level of Significance	-			-		

MALES	Successful	Unsuccessful	Total	Successful	Unsuccessful	Total
Always	43% 19	57% 25	29% 44	64% 27	36% 15	29% 42
Often	58% 28	42% 20	32% 48	54% 32	46% 27	41% 59
Sometimes	73% 8	27% 3	7% 11	53% 9	47% 8	12% 17
Never	65% 32	35% 17	32% 49	56% 15	44% 12	19% 27
Missing	0	2		0	0	
Chi Square Level of Significance	a			-		

TABLE 93 PERCEIVED STIGMA OF WELFARE

Some people who get AFDC payments say that they feel embarrassed or uncomfortable when they are with people who are not on welfare. Others say they don't feel this way at all. Do you feel embarrassed or uncomfortable:

	WIN I				WIN II			
FEMALES	Empl.	Unempl.	Not Empl.	Total	Empl.	Unempl.	Not Empl.	Total
Always	52% 16	19% 6	29% 9	20% 31	50% 28	9% 5	41% 23	28% 56
Often	59% 45	7% 5	34% 26	48% 76	53% 47	8% 7	39% 34	45% 88
Sometimes	60% 9	13% 2	27% 4	10% 15	52% 11	19% 4	29% 6	11% 21
Never	57% 20	9% 3	34% 12	22% 35	50% 16	16% 5	34% 11	16% 32
Missing	1	1	0		0	0	0	
Chi Square Level of Significance	-				-			

MALES	Empl.	Unempl.	Not Empl.	Total	Empl.	Unempl.	Not Empl.	Total
Always	59% 26	21% 9	21% 9	29% 44	62% 26	31% 13	7% 3	29% 42
Often	67% 32	21% 10	13% 6	32% 48	63% 37	20% 12	17% 10	41% 59
Sometimes	82% 9	0% 0	18% 2	7% 11	47% 8	47% 8	6% 1	12% 17
Never	74% 36	12% 6	14% 7	32% 49	37% 10	48% 13	15% 4	19% 27
Missing	0	1	1		0	0	0	
Chi Square Level of Significance	-				*			

TABLE 94 PERCEIVED STIGMA OF WELFARE

Have your children ever been teased or discriminated against because your family is/was on welfare?

	WIN I			WIN II		
FEMALES	**Successful**	**Unsuccessful**	**Total**	**Successful**	**Unsuccessful**	**Total**
Yes	53% 65	47% 58	82% 123	53% 83	47% 73	83% 156
No	48% 13	52% 14	18% 27	49% 16	52% 17	18% 33
Missing	3	6		5	3	
Chi Square Level of Significance	-			-		

	WIN I			WIN II		
MALES	**Successful**	**Unsuccessful**	**Total**	**Successful**	**Unsuccessful**	**Total**
Yes	60% 80	40% 54	91% 134	60% 70	40% 47	83% 117
No	39% 5	62% 8	9% 13	46% 11	54% 13	17% 24
Missing	2	5		2	2	
Chi Square Level of Significance	c			c		

TABLE 95 PERCEIVED STIGMA OF WELFARE

Have your children ever been teased or discriminated against because your family is/was on welfare?

	WIN I				WIN II			
FEMALES	Empl.	Unempl.	Not Empl.	Total	Empl.	Unempl.	Not Empl.	Total
Yes	55%	11%	34%	82%	50%	13%	37%	83%
	68	13	42	123	78	20	58	156
No	67%	11%	22%	18%	58%	3%	39%	18%
	18	3	6	27	19	1	13	33
Missing	5	1	3		5	0	3	
Chi Square Level of Significance	-				c			

	WIN I				WIN II			
MALES	Empl.	Unempl.	Not Empl.	Total	Empl.	Unempl.	Not Empl.	Total
Yes	69%	15%	16%	91%	61%	27%	12%	83%
	93	20	21	134	71	32	14	117
No	62%	15%	23%	9%	38%	50%	13%	17%
	8	2	3	13	9	12	3	24
Missing	2	4	1		1	2	1	
Chi Square Level of Significance	-				*			

TABLE 96 ATTITUDES OF OTHERS REGARDING WELFARE AND WORK

Perceived Stigma of Welfare

	WIN I			WIN II		
FEMALES	Successful	Unsuccessful	Total	Successful	Unsuccessful	Total
High	47%	53%	21%	54%	46%	38%
	14	16	30	37	32	69
Moderate	52%	48%	59%	53%	47%	47%
	44	40	84	46	40	86
Low	64%	36%	20%	52%	48%	15%
	18	10	28	14	13	27
Missing	5%	12%		7%	8%	
Mean/Level of Significance	5.87	6.33	.14	6.67	6.79	.68
Reliability Coefficient	.30			.43		
Chi Square Level of Significance	-			-		

MALES	Successful	Unsuccessful	Total	Successful	Unsuccessful	Total
High	56%	44%	27%	60%	40%	40%
	20	16	36	33	22	55
Moderate	56%	44%	54%	59%	41%	46%
	40	32	72	37	26	63
Low	73%	27%	19%	58%	42%	14%
	19	7	26	11	8	19
Missing	8	12		2	6	
Mean/Level of Significance	5.97	6.53	.10	6.88	6.84	.91
Reliability Coefficient	.24			.42		
Chi Square Level of Significance	c			-		

TABLE 97 ATTITUDES OF OTHERS REGARDING WELFARE AND WORK

Perceived Stigma of Welfare

	WIN I				WIN II			
FEMALES	Empl.	Unempl.	Not Empl.	Total	Empl.	Unempl.	Not Empl.	Total
High	40% 12	13% 4	47% 14	21% 30	49% 34	9% 6	42% 29	38% 69
Moderate	58% 49	11% 9	31% 26	59% 84	53% 46	13% 11	34% 29	47% 86
Low	68% 19	7% 2	25% 7	20% 28	56% 15	7% 2	37% 10	15% 27
Missing	11	2	4		7	2	6	
Mean/Level of Significance	5.73		6.55	.01	6.61		6.85	.40
Reliability Coefficient	.30				.43			
Chi Square Level of Significance	c				-			

MALES	Empl.	Unempl.	Not Empl.	Total	Empl.	Unempl.	Not Empl.	Total
High	50% 18	28% 10	22% 8	27% 36	64% 35	25% 14	11% 6	40% 55
Moderate	75% 54	14% 10	11% 8	54% 72	52% 33	32% 20	16% 10	46% 63
Low	73% 19	8% 2	19% 5	19% 26	53% 10	42% 8	5% 1	14% 19
Missing	12	4	4		3	4	1	
Mean/Level of Significance	5.96		6.72	.03	7.12		6.53	.08
Reliability Coefficient	.24				.42			
Chi Square Level of Significance	*				c			

TABLE 98 ATTITUDES OF OTHERS REGARDING WELFARE AND WORK

Influence of family and friends towards welfare.

	WIN I			WIN II		
FEMALES	**Successful**	**Unsuccessful**	**Total**	**Successful**	**Unsuccessful**	**Total**
Low	59% 10	41% 7	13% 17	52% 11	48% 10	12% 21
Moderate	62% 53	38% 33	63% 86	55% 60	45% 50	61% 110
High	18% 6	82% 27	24% 33	50% 24	50% 24	27% 48
Missing	12	11		9	9	
Mean/Level of Significance	16.29	19.52	.00	17.18	17.61	.51
Reliability Coefficient	.56			.45		
Chi Square Level of Significance	-			-		

	WIN I			WIN II		
MALES	**Successful**	**Unsuccessful**	**Total**	**Successful**	**Unsuccessful**	**Total**
Low	57% 17	43% 13	23% 30	56% 22	44% 17	30% 39
Moderate	59% 51	41% 36	66% 87	59% 47	41% 32	61% 79
High	43% 6	57% 8	11% 14	55% 6	45% 5	9% 11
Missing	13	10		8	8	
Mean/Level of Significance	15.14	15.84	.32	14.63	14.65	.98
Reliability Coefficient	.47			.53		
Chi Square Level of Significance	a			-		

TABLE 99 ATTITUDES OF OTHERS REGARDING WELFARE AND WORK

Influence of family and friends towards welfare.

	WIN I				WIN II			
FEMALES	Empl.	Unempl.	Not Empl.	Total	Empl.	Unempl.	Not Empl.	Total
Low	71% 12	12% 2	18% 3	13% 17	48% 10	19% 4	33% 7	12% 21
Moderate	64% 55	8% 7	28% 24	63% 86	55% 60	9% 10	36% 40	61% 110
High	45% 15	15% 5	39% 13	24% 33	48% 23	10% 5	42% 20	27% 48
Missing	9	3	11		9	2	7	
Mean/ Level of Significance	16.91	19.35		.00	17.54	17.21		.61
Reliability Coefficient	.56				.45			
Chi Square Level of Significance	***				-			

MALES	Empl.	Unempl.	Not Empl.	Total	Empl.	Unempl.	Not Empl.	Total
Low	66% 20	20% 6	13% 4	23% 30	62% 24	31% 12	8% 3	30% 39
Moderate	71% 62	13% 11	16% 14	66% 87	56% 44	32% 25	13% 10	61% 79
High	36% 5	36% 5	29% 4	11% 14	45% 5	45% 5	9% 1	9% 11
Missing	16	4	3		9	3	4	
Mean/ Level Of Significance	14.89	16.55		.02	14.32	15.05		.32
Reliability Coefficient	.47				.53			
Chi Square Level of Significance	-				-			

TABLE 100 SELF CONFIDENCE RELATED TO WIN PROGRAM

WIN II

FEMALES	Successful	Unsuccessful	Total
High	55% 36	45% 30	43% 66
Moderate	53% 44	47% 39	54% 83
Low	20% 1	80% 4	3% 5
Missing	23%	20%	
Mean/Level of Significance	7.31	7.10	.30
Chi Square Level of Significance	-		

MALES	Successful	Unsuccessful	Total
High	73% 32	27% 12	36% 44
Moderate	51% 37	49% 35	59% 72
Low	17% 1	83% 5	5% 6
Missing	13%	10%	
Mean/Level of Significance	7.27	6.54	.00
Chi Square Level of Significance	**		

TABLE 101   SELF CONFIDENCE RELATED TO WIN PROGRAM

WIN II

FEMALES	Employed	Unemployed	Not Employed	Total
High	53%	8%	39%	43%
	35	5	26	66
Moderate	51%	12%	37%	54%
	42	10	31	83
Low	20%	40%	40%	3%
	1	2	2	5
Missing	24	4	15	
Mean/Level of Significance	7.31	7.11		.32
Chi Square Level of Significance	b			

MALES	Employed	Unemployed	Not Employed	Total
High	70%	20%	9%	36%
	31	9	4	44
Moderate	47%	38%	15%	59%
	34	27	11	72
Low	50%	33%	17%	5%
	3	2	1	6
Missing	13	8	2	
Mean/Level of Significance	7.21	6.65		.02
Chi Square Level of Significance	b			

TABLE 102 SELF CONFIDENCE RELATIVE TO GETTING A JOB

Personal efficacy.

	WIN I			WIN II		
FEMALES	**Successful**	**Unsuccessful**	**Total**	**Successful**	**Unsuccessful**	**Total**
High	59% 27	41% 19	30% 46	57% 39	43% 30	34% 69
Moderate	57% 37	43% 28	42% 65	50% 38	50% 38	39% 76
Low	36% 16	64% 28	28% 44	53% 26	47% 23	25% 49
Missing	1	3		1	2	
Mean/Level of Significance	7.84	7.36	.04	7.65	7.67	.93
Reliability Coefficient	.56			.63		
Chi Square Level of Significance	*			-		

MALES	**Successful**	**Unsuccessful**	**Total**	**Successful**	**Unsuccessful**	**Total**
High	64% 36	36% 20	37% 56	60% 34	40% 23	40% 57
Moderate	59% 39	41% 27	44% 66	56% 30	44% 24	38% 54
Low	34% 10	66% 19	19% 29	58% 19	42% 14	23% 33
Missing	2	1		0	1	
Mean/Level of Significance	8.15	7.44	.00	7.86	7.80	.84
Reliability Coefficient	.51			.62		
Chi Square Level of Significance	**			-		

TABLE 103 SELF CONFIDENCE RELATIVE TO GETTING A JOB

Personal efficacy.

	WIN I				WIN II			
FEMALES	Empl.	Unempl.	Not Empl.	Total	Empl.	Unempl.	Not Empl.	Total
High	76% 35	13% 6	11% 5	30% 46	54% 38	9% 6	36% 25	36% 70
Moderate	60% 39	9% 6	31% 20	42% 65	55% 42	7% 5	38% 29	39% 76
Low	36% 16	9% 4	55% 24	28% 44	41% 20	20% 10	39% 19	25% 49
Missing	1	1	2		2	0	1	
Mean/Level of Significance	7.99		7.08	.00	7.78	7.53		.26
Reliability Coefficient	.56				.63			
Chi Square Level of Significance	***				a			

	WIN I				WIN II			
MALES	Empl.	Unempl.	Not Empl.	Total	Empl.	Unempl.	Not Empl.	Total
High	73% 41	14% 8	13% 7	37% 56	61% 35	30% 17	9% 5	40% 57
Moderate	68% 45	20% 13	12% 8	44% 66	55% 30	33% 18	11% 6	38% 54
Low	52% 15	17% 5	31% 9	19% 29	45% 15	33% 11	21% 7	23% 33
Missing	2	0	1		1	0	0	
Mean/Level of Significance	8.01		7.50	.04	8.01	7.61		.11
Reliability Coefficient	.51				.62			
Chi Square Level of Significance	a				-			

TABLE 104 SELF CONFIDENCE RELATIVE TO GETTING A JOB

	WIN I			WIN II		
FEMALES	Successful	Unsuccessful	Total	Successful	Unsuccessful	Total
High	70%	30%	23%	49%	51%	34%
	23	10	33	25	26	51
Moderate	49%	51%	55%	55%	45%	60%
	38	40	78	49	40	89
Low	38%	63%	22%	50%	50%	5%
	12	20	32	4	4	8
Missing	8	8		26	23	
Mean/Level of Significance	11.05	9.97	.00	18.30	18.41	.80
Reliability Coefficient	.45			.36		
Chi Square Level of Significance	**			-		
MALES	Successful	Unsuccessful	Total	Successful	Unsuccessful	Total
High	69%	31%	18%	69%	31%	35%
	18	8	26	29	13	42
Moderate	55%	45%	60%	52%	48%	53%
	47	38	85	33	30	63
Low	40%	60%	21%	47%	53%	13%
	12	18	30	7	8	15
Missing	10	3		14	11	
Mean/Level of Significance	11.01	10.16	.02	18.58	17.41	.03
Reliability Coefficient	.42			.47		
Chi Square Level of Significance	***			b		

TABLE 105 SELF CONFIDENCE RELATIVE TO GETTING A JOB

	WIN I				WIN II			
FEMALES	Empl.	Unempl.	Not Empl.	Total	Empl.	Unempl.	Not Empl.	Total
High	79% 26	6% 2	15% 5	23% 33	49% 25	8% 4	43% 22	34% 51
Moderate	58% 45	[illegible] 10	29% 23	55% 78	55% 49	11% 10	34% 30	60% 89
Low	28% 9	13% 4	59% 19	22% 32	38% 3	25% 2	38% 3	5% 8
Missing	11	1	4		25	5	19	
Mean/Level of Significance	11.31	9.52		.00	18.43	18.28		.73
Reliability Coefficient	.45				.36			
Chi Square Level of Significance	***				-			
MALES	Empl.	Unempl.	Not Empl.	Total	Empl.	Unempl.	Not Empl.	Total
High	81% 21	8% 2	12% 3	18% 26	71% 30	24% 10	5% 2	35% 42
Moderate	71% 61	16% 14	12% 10	60% 85	49% 31	37% 23	14% 9	53% 63
Low	40% 12	23% 7	37% 11	21% 30	40% 6	33% 5	26% 4	13% 15
Missing	9	3	1		14	8	3	
Mean /Level of Significance	11.06	9.74		.00	18.67	17.34		.01
Reliability Coefficient	.42				.47			
Chi Square Level of Significance	***				*			

TABLE 106 SELF CONFIDENCE RELATIVE TO GETTING A JOB

Job interview anxiety.

	WIN I			WIN II		
FEMALES	**Successful**	**Unsuccessful**	**Total**	**Successful**	**Unsuccessful**	**Total**
Low	44%	56%	17%	55%	45%	10%
	12	15	27	11	9	20
Moderate	55%	45%	39%	46%	54%	35%
	34	28	62	31	36	67
High	50%	50%	43%	59%	41%	54%
	34	34	68	61	43	104
Missing	1	1		1	5	
Mean/Level of Significance	4.81	4.79	.94	4.26	4.51	.32
Chi Square Level of Significance	-			c		

	WIN I			WIN II		
MALES	**Successful**	**Unsuccessful**	**Total**	**Successful**	**Unsuccessful**	**Total**
Low	46%	54%	23%	72%	38%	17%
	16	19	35	18	7	25
Moderate	65%	35%	32%	54%	46%	47%
	32	17	49	37	31	68
High	56%	44%	45%	53%	47%	35%
	39	31	70	27	24	51
Missing	0	0		1	0	
Mean/Level of Significance	4.93	4.94	.98	5.15	4.87	.32
Chi Square Level of Significance	c			c		

TABLE 107 SELF CONFIDENCE RELATIVE TO GETTING A JOB

Job interview anxiety.

	WIN I				WIN II			
FEMALES	**Empl.**	**Unempl.**	**Not Empl.**	**Total**	**Empl.**	**Unempl.**	**Not Empl.**	**Total**
Low	63% 17	15% 4	22% 6	17% 27	60% 12	10% 2	30% 6	10% 20
Moderate	58% 36	13% 8	29% 18	39% 62	49% 33	10% 7	40% 27	35% 67
High	54% 37	7% 5	38% 26	43% 68	50% 52	12% 12	38% 40	54% 104
Missing	1	0	1		5	0	1	
Mean/Level of Significance	4.97	4.58		.17	4.47	4.28		.43
Chi Square Level of Significance	-				-			

MALES	**Empl.**	**Unempl.**	**Not Empl.**	**Total**	**Empl.**	**Unempl.**	**Not Empl.**	**Total**
Low	71% 25	11% 4	17% 6	23% 35	64% 16	32% 8	4% 1	17% 25
Moderate	61% 30	20% 10	18% 9	32% 49	51% 35	35% 24	13% 9	47% 68
High	69% 48	17% 12	14% 10	45% 70	57% 29	27% 14	16% 8	35% 51
Missing	0	0	0		1	0	0	
Mean/ Level of Significance	5.01	4.78		.48	5.04	5.02		.94
Chi Square Level of Significance	-				-			

TABLE 108 EXPECTATIONS

Which of the following do you feel you will most likely be doing one year from now? (1st Interview)

	WIN I			WIN II		
FEMALES	**Successful**	**Unsuccessful**	**Total**	**Successful**	**Unsuccessful**	**Total**
Employed	63%	37%	62%	59%	41%	74%
Full-time	61	36	97	82	57	139
Employed	47%	53%	12%	35%	65%	9%
Part-time	9	10	19	6	11	17
In Training or	23%	77%	17%	36%	64%	15%
School	6	20	26	10	18	28
Unemployed	27%	73%	10%	20%	80%	3%
	4	11	15	1	4	5
Missing	1	1		5	3	
Chi Square Level of Significance	***			**		

MALES	**Successful**	**Unsuccessful**	**Total**	**Successful**	**Unsuccessful**	**Total**
Employed	62%	38%	80%	61%	39%	88%
Full-time	76	47	123	78	49	127
Employed	50%	50%	5%	25%	75%	3%
Part-time	4	4	8	1	3	4
In Training or	40%	60%	7%	31%	69%	9%
School	4	6	10	4	9	13
Unemployed	17%	83%	8%	0%	100%	1%
	2	10	12	0	1	1
Missing	1	0		0	0	
Chi Square Level of Significance	**			**		

TABLE 109 EXPECTATIONS

Which of the following do you feel you will most likely be doing one year from now? (1st Interview)

	WIN I				WIN II			
FEMALES	**Empl.**	**Unempl.**	**Not Empl.**	**Total**	**Empl.**	**Unempl.**	**Not Empl.**	**Total**
Employed Full-time	74%	10%	16%	62%	60%	12%	28%	73%
	72	10	15	97	83	17	39	139
Employed Part-time	47%	16%	37%	12%	41%	0%	59%	9%
	9	3	7	19	7	0	10	17
In Training or School	31%	15%	54%	17%	29%	7%	64%	15%
	8	4	14	26	8	2	18	28
Unemployed	7%	0%	93%	10%	40%	0%	60%	3%
	1	0	14	15	2	0	3	5
Missing	1	0	1		2	2	4	
Chi Square Level of Significance	***				***			

MALES	**Empl.**	**Unempl.**	**Not Empl.**	**Total**	**Empl.**	**Unempl.**	**Not Empl.**	**Total**
Employed	76%	16%	7%	80%	58%	32%	9%	88%
	94	20	9	123	74	41	12	127
Employed Part-time	38%	38%	25%	5%	25%	25%	50%	3%
	3	3	2	8	1	1	2	4
In Training or School	30%	30%	40%	7%	46%	23%	31%	9%
	3	3	4	10	6	3	4	13
Unemployed	17%	0%	83%	8%	0%	100%	0%	1%
	2	0	10	12	0	1	0	1
Missing	1	0	0		0	0	0	
Chi Square Level of Significance	***				**			

TABLE 110 EXPECTATIONS

What do you think your labor force status will be one year from now? (2nd Interview)

WIN II

FEMALES	Successful	Unsuccessful	Total
Employed Full-time	64% 82	36% 46	70% 128
Employed Part-time	24% 4	77% 13	9% 17
In Training or School	21% 5	79% 19	13% 24
Unemployed	62% 8	39% 5	7% 13
Missing	5	10	
Chi Square Level of Significance	***		

MALES	Successful	Unsuccessful	Total
Employed Full-time	64% 74	36% 41	87% 115
Employed Part-time	0% 0	100% 1	1% 1
In Training or School	21% 3	79% 11	11% 14
Unemployed	33% 1	67% 2	2% 3
Missing	5	7	
Chi Square Level of Significance	***		

TABLE 111 EXPECTATIONS

What do you think your labor force status will be one year from now? (2nd Interview)

WIN II

FEMALES	Employed	Unemployed	Not Employed	Total
Employed	66%	12%	22%	70%
Full-time	85	15	28	128
Employed	18%	12%	71%	9%
Part-time	3	2	12	17
In Training	21%	8%	71%	13%
or School	5	2	17	24
Unemployed	31%	0%	69%	7%
	4	0	9	13
Missing	5	2	8	
Chi Square Level of Significance	***			

MALES	Employed	Unemployed	Not Employed	Total
Employed	65%	29%	6%	87%
Full-time	75	33	7	115
Employed	0%	0%	100%	1%
Part-time	0	0	1	1
In Training	21%	36%	43%	11%
or School	3	5	6	14
Unemployed	0%	67%	33%	2%
	0	2	1	3
Missing	3	6	3	
Chi Square Level of Significance	***			

TABLE 112 EXPECTATIONS

Which do you think is more likely, that you will or will not be receiving an AFDC check at this time next year? (1st Interview)

	WIN I			WIN II		
FEMALES	**Successful**	**Unsuccessful**	**Total**	**Successful**	**Unsuccessful**	**Total**
Will Not Be	59%	41%	71%	58%	42%	63%
	63	43	106	67	49	116
Will Be	35%	65%	29%	46%	54%	37%
	15	28	43	31	37	68
Missing	3	7		6	7	
Chi Square Level of Significance	***			a		

MALES	**Successful**	**Unsuccessful**	**Total**	**Successful**	**Unsuccessful**	**Total**
Will Not Be	59%	41%	91%	62%	38%	90%
	79	55	134	79	49	128
Will Be	39%	62%	9%	27%	73%	10%
	5	8	13	4	11	15
Missing	3	4		0	2	
Chi Square Level of Significance	c			**		

TABLE 113 EXPECTATIONS

Which do you think is more likely, that you will or will not be receiving an AFDC check at this time next year? (1st Interview)

	WIN I				WIN II			
FEMALES	**Empl.**	**Unempl.**	**Not Empl.**	**Total**	**Empl.**	**Unempl.**	**Not Empl.**	**Total**
Will Not Be	71%	9%	20%	71%	57%	13%	30%	63%
	75	10	21	106	66	15	35	116
Will Be	30%	9%	61%	29%	46%	7%	47%	37%
	13	4	26	43	31	5	32	68
Missing	3	3	4		5	1	7	
Chi Square Level of Significance	***				*			

MALES	**Empl.**	**Unempl.**	**Not Empl.**	**Total**	**Empl.**	**Unempl.**	**Not Empl.**	**Total**
Will Not Be	72%	15%	13%	91%	59%	33%	9%	90%
	96	20	18	134	75	42	11	128
Will Be	39%	15%	46%	9%	40%	20%	40%	10%
	5	2	6	13	6	3	6	15
Missing	2	4	1		0	1	1	
Chi Square Level of Significance	***				***			

TABLE 114 EXPECTATIONS

Which do you think is more likely: that you will or will not be receiving an AFDC check at this time next year? (2nd interview)

WIN II

FEMALES	Successful	Unsuccessful	Total
Will Not Be	58% 65	43% 48	60% 113
Will Be	47% 35	53% 39	40% 74
Missing	4	6	
Chi Square Level of Significance	c		

MALES	Successful	Unsuccessful	Total
Will Not Be	58% 77	43% 57	95% 134
Will Be	43% 3	57% 4	5% 7
Missing	3	1	
Chi Square Level of Significance	- -		

TABLE 115 EXPECTATIONS

Which do you think is more likely: taht you will or will not be receiving an AFDC check at this time next year? (2nd Interview)

	WIN II			
FEMALES	Employed	Unemployed	Not Employed	Total
Will Not Be	59%	14%	27%	60%
	67	16	30	113
Will Be	43%	4%	53%	40%
	32	3	39	74
Missing	3	2	5	
Chi Square Level of Significance	***			

MALES	Employed	Unemployed	Not Employed	Total
Will Not Be	58%	31%	10%	95%
	78	42	14	134
Will Be	14%	29%	57%	5%
	1	2	4	7
Missing	2	2	0	
Chi Square Level of Significance	***			

TABLE 116 EXPECTATIONS

Which do you think is more likely, that you will or will not be receiving an AFDC check at this time next year? (1st Interview)

Are you receiving an AFDC check now? (2nd Interview)

FEMALES	WIN II Not receiving AFDC	Receiving AFDC	Total
Will not be	38% 44	62% 72	63% 116
Will be	4% 3	96% 65	37% 68
Chi Square Level of Significance	***		

MALES	WIN II Not receiving AFDC	Receiving AFDC	Total
Will not be	73% 94	26% 34	89% 128
Will be	47% 7	53% 8	10% 15
Chi Square Level of Significance	**		

ATTITUDES TOWARD WORK

Work Ethic

1/2/3/4 added
Low (4-5)
Medium (6)
High (7-8)

1. All things considered, do you think it is worth it for you to work?

Yes...... 1
No....... 0

For each pair of statements, tell me which one comes closest to describing how you feel about things.

2. a. Tom feels you should only work hard if you get something out of it. You do not owe your boss anything. You are a sucker if you work harder than you have to.

   b. Tim feels that people should work hard. You just feel better after you put in a hard day's work.

   Which one do you agree with more?

   a = 1
   b = 2

3. a. Sam thinks you have to work hard if you want to get ahead in life. You do not get anywhere without working hard.

   b. Jim thinks a lot of people get ahead without working hard. Getting ahead in life does not always depend on working hard.

   Which one do you agree with more?

   a = 2
   b = 1

4. If you had enough money to meet your needs without working, would you:

   Work full-time at something you enjoyed....... 3
   Work part-time at something you enjoyed....... 2
   Not work at all............................... 1

ATTITUDES TOWARD WORK

Perceived benefits to family of working

1/2 added
Disagree (2-4)
Qualified (5-7)
Agree (8-10)

What would be the extent of your agreement or disagreement with the following two statements?

1. The more money a person earns, the more his/her children will respect him/her. Do you:

Strongly agree..............................	5
Agree.......................................	4
Disagree, or................................	2
Strongly disagree...........................	1

2. The more money a person earns, the better the family can get along with one another. Do you:

Strongly agree..............................	5
Agree.......................................	4
Disagree, or................................	2
Strongly disagree...........................	1

WILLINGNESS TO OVERCOME BARRIERS/HASSLES TO EMPLOYMENT

1/2/3/4/5/6/7 added
Low (0-7)
Moderate (8-13)
High (14-21)

1. In order to get a job, I would be willing to travel at most

   a. An hour or more.................................... 3
   b. Between ½ an hour and an hour...................... 2
   c. A half hour or less................................ 1
   d. I would rather not work............................ 0

2. The pay that I would be willing to take

   a. Would have to be higher than my last job.......... 1
   b. Could be the same as my last job.................. 2
   c. Could be lower than my last job 3
   d. I would rather not work........................... 0

3. I would be willing to work

   a. With a boss watching me all the time.............. 3
   b. With a boss watching me some of the time.......... 2
   c. Only where I was on my own most of the time....... 1
   d. I would rather not work........................... 0

4. I would be willing to work

   a. Only in my own line of work....................... 1
   b. In some new line of work that is similar to my usual work (or my WIN job goal)................ 2
   c. At almost anything................................ 3
   d. I would rather not work........................... 0

5. I would be willing to take a job

   a. Only that would be steady from now on............. 1
   b. Which is steady for now but with a chance that I might get laid off in the distant future... 2
   c. Even if there was a chance I might get laid off soon.................................. 3
   d. I would rather not work........................... 0

6. I would be willing to take a job

   a. Only if it was exciting........................... 1
   b. That meant doing the same thing over and over again.. 3
   c. That was sometimes interesting and sometimes not.. 2
   d. I would rather not work........................... 0

7. I would be willing to take a job

   a. If I have to take training in a good new field.... 2
   b. If I have to take training in any field........... 3
   c. If I have to take training in my own field........ 1
   d. I would rather not work........................... 0

INTERFERENCE OF WORK WITH OTHER ROLES

1/2/3/4/5/6/7/8/9/10/11 added
High Interference (22-29)
Moderate Interference (30-36)
Low Interference (37-44)

I am going to read the names of some activities. For each activity, tell me whether you think working would result (or does result) in your performing that activity better, worse, or no different than if you were not working.

Better....................................	4
No Differently............................	3
Worse.....................................	2

1. Taking care of your children
2. Playing with your children
3. Doing jobs around the house
4. Doing the cooking
5. Being a husband or wife
6. Being a friend and neighbor
7. Being a careful shopper
8. Being a club member
9. Being a good citizen
10. Having a social life
11. Getting enough rest

ATTITUDES TOWARD WELFARE PROGRAM

Tolerance of welfare abuse

1/2/3/4/5 added
High (5-6)
Moderate (7-8)
Low (9-10)

Would you criticize people who do the following things?

1. Earn money and do not report it to the caseworker.

Yes.... 2
No..... 1

2. Use welfare money for liquor or gambling.

Yes.... 2
No..... 1

3. Participate in a sit-in in a welfare office to get higher payments.

Yes.... 2
No..... 1

4. Report never having received a welfare check when it had come.

Yes.... 2
No..... 1

5. Secretly receive support from the father of children who lives separately.

Yes.... 2
No..... 1

ATTITUDES TOWARD WELFARE PROGRAM

Availability of welfare

1/2/3/4/5 added
Low (0-1)
Moderate (2-3)
High (4-5)

Do you think that welfare should be available to families in the following situations?

1. If there are a lot of children and the parent cannot support them adequately.

Yes.... 1
No..... 0

2. If the parent is able-bodied and will only work if he or she can get the type of work desired.

Yes.... 1
No..... 0

3. If there is one parent and he or she is able-bodied and simply does not feel like working.

Yes.... 1
No..... 0

4. If there is one (female) parent and she feels that the mother's role is in the home.

Yes.... 1
No..... 0

5. If there is one (female) parent and she does not try to keep up her home.

Yes.... 1
No..... 0

ATTITUDES TOWARD WELFARE PROGRAM

Dissatisfaction with welfare

1/2/3/4/5/6 added
Low (0-3)
Moderate (4-8)
High (9-12)

Many people feel there are serious problems with the welfare system. Do you think so?

If yes: What are the problems?

	Mentions spontaneously	Agrees when suggested	Disagrees or doesn't know
1. Cash grants are too low.	2	1	0
2. Some say that social workers aren't fair in applying rules.	2	1	0
3. Some say that some people get money who should not, or some people get too much money.	2	1	0
4. Some say that some people get less than they are entitled to.	2	1	0
5. Some say that social workers pry into your private affairs.	2	1	0
6. Some people say the flat grant system is unfair.	2	1	0

ATTITUDES OF OTHERS REGARDING WELFARE AND WORK

Influence of family and friends towards welfare

(6+7) X 4 + (8X5) + 1 + 2 + 3
Low (6-12)
Moderate (13-20)
High (21-27)

1. During the last three months, how many times have you invited friends or relatives over for parties or just to talk and spend your time together? Would you say you've done this:

Two or more times a week	5
Once a week	4
Two or three times a month	3
Once a month	2
Only once or twice in the last three months	1
Not at all	0

Now I will read some statements about how people feel about friends. Please tell me if you agree or disagree with each statement.

	Agree	Disagree
2. I have as many friends as a person would want.	2	1
3. Friends, for me, are necessary for a well-rounded life.	2	1
4. I have a lot of respect for my friends' opinions.	2	1
5. I have a lot of respect for my relatives' opinions.	2	1

6. How many of your friends are on welfare now?

All	5
Most	4
Some	3
Few	2
None	1

ATTITUDES OF OTHERS REGARDING WELFARE AND WORK

Influence of family and friends towards welfare

Cont.

7. How many of your friends are working full-time now (i.e., over 100 hours a month)?

All	1
Most	2
Some	3
Few	4
None	5

8. How many of your relatives not living in your home or apartment are on welfare now?

All	5
Most	4
Some	3
Few	2
None	1

ATTITUDES OF OTHERS REGARDING WELFARE AND WORK

Perceived Stigma of Welfare

1/2/3 added
Low (2-4)
Moderate (5-7)
High (8-10)

1. In general, how do you think people in the community feel about people who get AFDC payments. Would you say they feel:

Very understanding	5
Fairly understanding	4
Indifferent	3
Fairly hostile or	2
Very hostile	1

2. Some people who get AFDC payments say that they feel embarrassed or uncomfortable when they are with people who are not on welfare. Others say that they don't feel this way at all. How do you feel?

Never	4
Sometimes	3
Often, or	2
Always embarrassed or uncomfortable	1

3. Have your children ever been teased or discriminated against because your family is/was on welfare?

Yes	0
No	1

SELF CONFIDENCE RELATIVE TO GETTING A JOB

Job interview anxiety

1/2 added
High (2-4)
Moderate (5-6)
Low (7-8)

1. Before being interviewed for a job, how nervous would you say you usually feel:

Very	1
Fairly	2
A bit, or	3
Not nervous at all	4

2. After being interviewed for a job, how much do you worry about the results:

Not at all	4
Just a bit	3
A fair amount	2
A great deal	1

JOB SATISFACTION

1/2/3/4/5/6/7/8/9/10/11 added
Low (11-25)
Medium (26-40)
High (41-55)

How satisfied are (were) you with this on your job?

Not Satisfied	1
Slightly Satisfied	2
Satisfied	3
Very Satisfied	4
Extremely Satisfied	5

1. Being able to keep busy all the time.

2. The chance to do different things from time to time.

3. The way your boss handles his people.

4, The way your job provides for steady employment.

5. The chance to do something that makes use of your abilities.

6. Your pay and the amount of work you do.

7. The chances for advancement on the job.

8. The working conditions.

9. The way your co-workers get along with each other.

10. The feeling of accomplishment you get from the job.

11. Making more than you would get just being on welfare.

SELF CONFIDENCE RELATIVE TO GETTING A JOB

Personal efficacy

1/2/3/4/5 added
Low (5-6)
Moderate (7-8)
High (9-10)

This card has more pairs of statements that people might use to describe the way things usually go for them. Tell me which one of each pair best describes how things usually go for you.

1. a. When I make plans, I am almost certain that I can make them work. a = 2
OR b = 1
b. It is not always a good idea to plan too far ahead because many things turn out to be a matter of good or bad luck anyway.

2. a. I've usually felt pretty sure my life would work out the way I want it to. a = 2
OR b = 1
b. There have been times when I haven't been very sure that my life would work out the way I want it to.

3. a. When I make plans ahead, I usually get to carry things out the way I expected. a = 2
OR b = 1
b. Things usually come up to make me change my plans.

4. a. When people disagree with me, I sometimes start to wonder whether I am right. a = 1
OR b = 2
b. I nearly always feel sure of myself, even when people disagree with me.

5. a. I often have trouble making up my mind about important decisions. a = 1
OR b = 2
b. I do not have much trouble making up my mind about important decisions.

SELF CONFIDENCE RELATED TO THE WIN PROGRAM

1/2 added
Low (2-4)
Moderate (5-7)
High (8-10)

1. I am going to read some statements that describe how well different people might think they will do in the WIN program. Which one of these best describes how you feel about your own chances?

I am sure I will be able to make it through the program without any trouble	4
I am sure I will be able to make it, but I may have a little trouble	3
I think I will be able to make it, but I will have a lot of trouble	2
I am afraid I might not be able to make it	1

2. How do you think you will do compared to the others who are in WIN? Which one of these statements best describes your feelings?

I think I will do much better than most others in WIN	5
I think I will do a little better than most others	4
I think I will do about the same as most others	3
I think maybe I will not do as well as most others	2
I think I will do much worse than most others	1

SELF CONFIDENCE RELATIVE TO GETTING A JOB

Overall Self Confidence

WIN I Personal efficacy items (p.298) + 1

Low (6-8)
Moderate (9-12)
High (13-15)

WIN II Personal efficacy items (p.298) + WIN confidence items (p.299) + 1

1. Assuming that you are unemployed right now, what do you think would be your chances of getting a job you really want?

Almost certain	5
Very good	4
50-50	3
Not so good	2
Very little chance	1

SECTION 5

OUTCOME VARIABLES

Tables 117 through 127 pertain to the discussion of follow-up outcomes presented on pages 68 to 76.

Tables 120 through 123 present changes in the level of average monthly earnings which occurred between the three year period prior to entry into WIN and the follow-up period after WIN termination. Summing over the observations which fall along the diagonal (from upper-left to lower-right, as indicated) provides the total of cases whose earnings did not change, positively or negatively, sufficiently to move them to a higher or lower $50 interval. Observations above and to the right of the diagonal indicate recipients whose positive change of earnings placed them in a higher $50 interval. The observations below and to the left of the diagonal indicate clients whose negative change in earnings placed them in a lower $50 earnings level.

TABLE 117 EMPLOYMENT STATUS AT FOLLOW-UP

	WIN I				WIN II			
FEMALES	**Empl.**	**Unempl.**	**Not Empl.**	**Total**	**Empl.**	**Unempl.**	**Not Empl.**	**Total**
Successful	78%	7%	15%	51%	80%	9%	12%	53%
	63	6	12	81	83	9	12	104
Unsuccessful	36%	14%	50%	49%	20%	13%	67%	47%
	28	11	39	78	19	12	62	93
Missing	0	0	0		0	0	0	
Chi Square Level of Significance	***				***			

MALES	**Empl.**	**Unempl.**	**Not Empl.**	**Total**	**Empl.**	**Unempl.**	**Not Empl.**	**Total**
Successful	82%	12%	7%	57%	74%	22%	5%	57%
	71	10	6	87	61	18	4	83
Unsuccessful	48%	24%	28%	44%	32%	45%	23%	43%
	32	16	19	67	20	28	14	62
Missing	0	0	0		0	0	0	
Chi Square Level of Significance	***				***			

TABLE 118 POST-WIN EMPLOYMENT HISTORY

	WIN I		WIN II	
Successful at WIN Termination	Females	Males	Females	Males
Employed at Follow-up on WIN Job	31	35	61	49
Employed at Follow-up, but not on WIN Job	32	35	22	12
Not Employed at Follow-up, but employed on another job since WIN Job	9	5	3	5
Not Employed at Follow-up, and not employed on another job since WIN Job	9	11	18	17
Unsuccessful at WIN Termination				
Employed at Follow-up and had more than one job since WIN termination	14	17	3	8
Employed at Follow-up, but only one job since WIN termination	14	15	16	12
Not Employed at Follow-up, but employed since WIN termination	28	24	19	23
Not Employed at Follow-up and not employed since WIN termination	22	11	55	19

TABLE 119 WORK HISTORY PRIOR TO WIN

	WIN I			WIN II		
FEMALES	**Successful**	**Unsuccessful**	**Total**	**Successful**	**Unsuccessful**	**Total**
Job During Three-year Period Prior to WIN	55%	46%	56%	60%	40%	42%
	48	40	88	49	33	82
Previous Job But Not in Three-Year Period to WIN	67%	33%	13%	56%	44%	28%
	14	7	21	30	24	54
No Job Prior to WIN	39%	61%	31%	40%	60%	31%
	19	30	49	24	36	60
Missing	0	1		1	0	
Chi Square Level of Significance	*			**		

MALES	**Successful**	**Unsuccessful**	**Total**	**Successful**	**Unsuccessful**	**Total**
Job During Three-Year Period Prior to WIN	59%	41%	84%	59%	41%	90%
	75	52	127	77	53	130
Previous Job But Not in Three-Year Period to WIN	60%	40%	3%	50%	50%	6%
	3	2	5	4	4	8
No Job Prior to WIN	45%	55%	13%	33%	67%	4%
	9	11	20	2	4	6
Missing	0	2		0	1	
Chi Square Level of Significance	-			-		

TABLE 120

Level of Monthly Gross Earnings In 3-Year Period Prior to Entry Into WIN	WIN I FEMALES Level of Gross Earnings at Follow-Up																
	Total	No Job	1-50	51-100	101-150	151-200	201-250	251-300	301-350	351-400	401-450	451-500	501-550	551-600	601-650	651-700	701+
Total	140 (8 missing)	60	-	-	2	2	2	2	5	4	3	13	14	12	6	4	11
No Job Prior To WIN or No Job In 3-Year Period Prior to WIN	68 (2 missing)	30	-	-	2	1	2	1	-	1	3	5	8	8	3	1	3
Job in 3-Year Period Prior To WIN:	72 (16 missing)	30	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
$ 1-50	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
51-100	2	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1
101-150	3	1	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1
151-200	7	3	-	-	-	-	-	-	-	2	-	-	-	-	1	-	1
201-250	6	2	-	-	-	-	-	-	-	-	-	1	-	2	1	-	-
251-300	9	4	-	-	-	1	-	-	1	-	-	2	-	-	-	-	1
301-350	14	8	-	-	-	-	-	-	2	-	-	1	2	1	-	-	-
351-400	7	3	-	-	-	-	-	-	-	-	-	1	1	1	-	-	1
401-450	7	4	-	-	-	-	-	-	-	-	1	1	1	-	-	-	-
451-500	6	1	-	-	-	-	-	1	-	-	-	-	-	-	-	2	2
501-550	3	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	1
551-600	2	-	-	-	-	-	-	-	-	1	-	-	1	-	-	-	-
601-650	3	1	-	-	-	-	-	-	1	-	-	1	-	-	-	-	-
651-700	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
701+	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE 121

Level of Monthly Gross Earnings In 3-Year Period Prior to Entry Into WIN	WIN I MALES Level of Gross Earnings at Follow-Up															
	Total	No Job	1-50	51-100	101-150	151-200	201-250	251-300	301-350	351-400	401-450	451-500	501-550	551-600	601-650	651-700	701+
Total	122 (30 missing)	44	1	-	-	-	-	-	1	1	7	2	4	5	8	2	47
No Job Prior To WIN or No Job In 3-Year Period Prior to WIN	22 (3 missing)	13	-	-	-	-	-	-	-	-	1	1	1	2	-	-	4
Job in 3-Year Period Prior To WIN:	100 (7 missing)	31	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
$ 1-50	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
51-100	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
101-150	2	-	-	-	-	-	-	-	1	-	-	-	-	-	1	-	-
151-200	2	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-
201-250	4	1	-	-	-	-	-	-	-	-	1	-	-	-	2	-	-
251-300	4	1	-	-	-	-	-	-	-	-	1	-	-	-	-	-	2
301-350	7	1	1	-	-	-	-	-	-	-	2	-	-	-	-	-	3
351-400	3	1	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-
401-450	6	2	-	-	-	-	-	-	-	-	1	-	-	-	-	-	3
451-500	10	3	-	-	-	-	-	-	-	-	-	-	-	-	1	-	6
501-550	5	1	-	-	-	-	-	-	-	-	1	-	-	-	1	-	2
551-600	10	4	-	-	-	-	-	-	-	-	-	-	1	1	1	-	3
601-650	12	4	-	-	-	-	-	-	-	-	-	1	1	-	-	-	6
651-700	6	2	-	-	-	-	-	-	-	1	-	-	-	-	-	-	3
701+	28	10	-	-	-	-	-	-	-	-	-	-	-	-	2	1	15

TABLE 122

Level of Monthly Gross Earnings In 3-Year Period Prior to Entry Into WIN	WIN II FEMALES Level of Gross Earnings at Follow-Up																
	Total	No Job	1-50	51-100	101-150	151-200	201-250	251-300	301-350	351-400	401-450	451-500	501-550	551-600	601-650	651-700	701+
Total	186 (10 Missing	92	0	6	3	3	5	2	6	13	10	15	7	7	9	3	5
No Job Prior To WIN or No Job In 3-Year Period Prior to WIN	114 (0 Missing)	63	-	1	-	-	2	-	-	3	2	5	3	1	7	1	-
Job in 3-Year Period Prior To WIN:	72 (10 Missing)	29	-	1	1	2	1	1	1	4	2	7	3	1	-	-	3
$ 1-50	0	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
51-100	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
101-150	3	2	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-
151-200	7	4	-	-	-	-	1	-	-	1	-	-	1	-	-	-	-
201-250	8	3	-	1	-	-	-	-	-	1	1	-	-	1	-	-	1
251-300	10	4	-	1	1	-	-	-	1	1	-	-	-	1	1	-	-
301-350	9	5	-	1	-	-	1	-	1	1	-	-	-	-	-	-	-
351-400	9	1	-	1	1	-	-	-	1	-	3	-	-	1	-	1	-
401-450	10	3	-	-	-	1	-	-	1	1	2	1	-	-	-	-	-
451-500	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
501-550	6	2	-	-	-	-	-	1	-	1	-	1	-	-	1	-	-
551-600	3	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1
601-650	2	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-
651-700	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
701+	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-

TABLE 123

Level of Monthly Gross Earnings In 3-Year Period Prior to Entry Into WIN	WIN II MALES Level of Gross Earnings at Follow-Up																
	Total	No Job	1-50	51-100	101-150	151-200	201-250	251-300	301-350	351-400	401-450	451-500	501-550	551-600	601-650	651-700	701+
Total	127 (17 Missing)	55	0	0	2	2	2	0	0	0	7	5	6	8	5	9	26
No Job Prior To WIN or No Job In 3-Year Period Prior to WIN	14 (0 Missing)	9	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1
Job in 3-Year Period Prior To WIN:	113 (17 Missing)	46	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3
$ 1-50	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
51-100	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
101-150	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
151-200	4	3	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
201-250	1	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
251-300	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
301-350	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
351-400	6	1	-	-	-	-	-	-	-	-	1	-	1	1	-	2	-
401-450	5	2	-	-	-	-	-	-	-	-	1	-	-	-	1	-	1
451-500	12	4	-	-	1	1	-	-	-	-	2	-	2	-	-	-	2
501-550	8	4	-	-	-	-	-	-	-	-	1	-	-	1	1	-	1
551-600	10	6	-	-	-	-	1	-	-	-	-	-	1	-	-	-	2
601-650	18	6	-	-	-	-	-	-	-	-	1	2	-	2	1	-	6
651-700	7	3	-	-	-	-	-	-	-	-	-	-	-	1	1	1	1
701+	37	14	-	-	1	1	1	-	-	-	1	1	2	2	-	5	9

TABLE 124 EARNINGS OF RECIPIENTS

	WIN I		WIN II	
	Average Monthly Gross Earnings in 3-Year Period Prior to Entry Into WIN	Average Monthly Gross Earnings at Follow-up	Average Monthly Gross Earnings in 3-Year Period Prior to Entry Into WIN	Average Monthly Gross Earnings at Follow-up
FEMALES				
Successful	331.97	584.66	384.02	480.67
Unsuccessful	344.94	410.24	302.25	333.53
Ratio of Successful to Unsuccessful Earnings	.96	1.43	1.27	1.44
Mean Level of Significance	.704	.806	.013	.001
MALES				
Successful	617.89	818.02	666.51	683.62
Unsuccessful	604.34	766.13	633.37	597.58
Ration of Successful to Unsuccessful Earnings	1.02	1.07	1.05	1.14
Mean Level of Significance	.820	.000	.970	.188

TABLE 125 AFDC STATUS AT FOLLOW-UP

	WIN I			WIN II		
	Receiving AFDC at Follow-up	Not Receiving AFDC at Follow-up	Total	Receiving AFDC at Follow-up	Not Receiving AFDC at Follow-up	Total
FEMALES						
Successful	41%	59%	51%	62%	39%	53%
	33	48	81	64	40	104
Unsuccessful	68%	32%	49%	88%	12%	47%
	53	25	78	82	11	93
Missing	0	0		0	0	
Chi Square Level of Significance	***			***		
MALES						
Successful	9%	91%	57%	15%	86%	57%
	8	79	87	12	71	83
Unsuccessful	31%	67%	44%	52%	48%	43%
	21	46	67	32	30	62
Missing	0	0		0	0	
Chi Square Level of Significance	***			***		

TABLE 126 AFDC STATUS AT WIN TERMINATION

	WIN I			WIN II		
	Receiving AFDC at WIN Termination	Not Receiving AFDC at WIN Termination	Total	Receiving AFDC at WIN Termination	Not Receiving AFDC at WIN Termination	Total
FEMALES						
Successful	73%	27%	51%	81%	19%	53%
	59	22	81	84	20	104
Unsuccessful	87%	13%	49%	100%	0%	47%
	68	10	78	93	0	93
Missing	0	0		0	0	
Chi Square Level of Significance	**			***		
MALES						
Successful	36%	64%	57%	52%	48%	77%
	31	56	87	57	52	109
Unsuccessful	65%	35%	43%	76%	24%	23%
	43	23	66	25	8	33
Missing	0	1		1	2	
Chi Square Level of Significance	***			**		

TABLE 127 - AFDC STATUS AT FOLLOW-UP

	WIN I			WIN II		
	Receiving AFDC at Follow-up	Not Receiving AFDC at Follow-up	Total	Receiving AFDC at Follow-up	Not Receiving AFDC at Follow-up	Total
FEMALES						
Employed	40%	60%	57%	62%	38%	52%
	36	55	91	63	39	102
Unemployed	76%	24%	11%	76%	24%	11%
	13	4	17	16	5	21
Not Employed	73%	27%	32%	91%	9%	38%
	37	14	51	67	7	74
Missing	0	0		0	0	
Chi Square Level of Significance	***			***		
MALES						
Employed	3%	97%	67%	10%	90%	56%
	3	100	103	8	73	81
Unemployed	46%	54%	17%	54%	46%	32%
	12	14	26	25	21	46
Not Employed	56%	44%	16%	61%	39%	12%
	14	11	25	11	7	18
Missing	0	0		0	0	
Chi Square Level of Significance	***			***		

PART F

RESULTS OF THE REGRESSION ANALYSIS

The first phase of our analysis has been bi-variate in nature. That is, we have presented a sequence of two-way tables displaying an outcome variable (employed status at WIN termination or a follow-up) and its relationship to other variables which we hypothesized should, positively or negatively, impact on employment outcomes. Using appropriate statistical techniques, we have determined whether the independent variable under study was related to either of the outcome variables and, if related, the direction of association.

While this type of analysis is very useful, it has limitations. It is a starting point for examining the explanatory variables set forth in the conceptual framework by providing a description of our sample in an assessment of the importance of each variable. This type of analysis is limited, however, in that it does not permit us to control for other factors impacting on the outcome variable.

In order to examine a number of variables simultaneously, suggested by *a priori* reasoning and the bi-variate analysis as being relevant to the employment outcomes of WIN recipients, we performed multiple regression analysis. This technique enables one to measure the relative significance and size of the impact of each variable while controlling for the influence of other variables affecting the outcome variable. In this phase of the analysis, we attempted to select a set of variables which best predicted employment outcomes for WIN clients.

The following presentation discusses each of the variables which were entered into our regression analysis as independent variables to explain either success/failure at WIN termination or employed/not employed status at follow-up.

SOCIO-ECONOMIC CHARACTERISTICS

Race

Race did not appear as a significant explanatory variable for either employment status at termination or at follow-up. Based upon our previous finding in the bi-variate analysis, this result was not surprising. In general, Ramsey County has only a small percentage of non-whites and this fact is reflected in our samples.

Education

Having a high school education did not increase the probability of WIN clients being employed at WIN termination or follow-up for any group. Although the coefficient on the education variable was always positive, it was not statistically significant for any sample group. The lack of a significant impact of education on employment outcomes is explainable. Since one of the primary purposes of WIN is to provide basic education and/or vocational training to clients previously deficient in these areas, education prior to WIN may no longer be a reliable predictor.

Family Size

Family size (defined as the number of persons covered by the AFDC grant) did not have a significant impact on the probability of employment outcomes for WIN clients. Since the theoretical expectations of this variable were ambiguous to begin with, this result is not surprising. On one hand, we would expect that the larger the number of children in a family the greater the minimum expected amount of homework required and, therefore, family size would be expected to have a negative effect on market work. On the other hand, while AFDC programs pay more as the family size increases, the grant structures are such that the per capita grant declines, meaning that unmet need rises as family size increases. Because family size appears to be positively associated with unmet need, we expect family need, in this context, to be positively associated with employment outcomes. The net result of these two influences is not predictable from theory and our empirical findings suggest that neither is predominantly strong.

Marital Status

Being married with the spouse living in the household was positively related to employment outcomes for three of our sample groups: WIN I and WIN II females and WIN I males at WIN termination. For each of these groups, clients who were married and whose spouses were in the AFDC household were more likely to be employed at WIN termination than those who were not married and/or were married and were not living with their spouses. Under the AFDC regulations, females are not permitted to be the grantee in intact families unless the father is incapacitated and unable to work or unable to earn his potential salary. Under these circumstances, the financial circumstances of incapacitated cases may be such that the female must seek employment to supplement the AFDC allowances. For the male-headed AFDC-UF (unemployed father) cases, the presence of a mother in the household relieves the father of the responsibilities of non-market activities, such as child care.

Ages of Children

As discussed in the chapter on personal and family characteristics, preschool children were initially thought to pose the greatest child care problems for the employment of AFDC females. Later research, however, suggested that children three years of age or younger were the main deterent to female AFDC employment since the majority of day care facilities will not accept children in this age bracket. Because WIN II recipients were interviewed twice in this study, we were able to obtain information on children three years of age or younger, whereas, for WIN I recipients we obtained information only on children younger than six years of age. The results of our regression support the latest findings that mothers with very young children (three years of age or younger) are less likely to be employed than mothers with older children. The presence of a child three years of age or younger was significantly and negatively related to employment status at both WIN termination and follow-up for WIN II females, whereas the variable representing preschool children was not significant for WIN I females for either employment outcome.

Health and the Respondent

In all groups clients who reported having a health problem were less likely to be employed at either WIN termination or follow-up than those who did not indicate a health problem. Generally, however, this variable was not significant statistically.

Prior Work History

When the variable representing prior work history entered the equations, the direction of the impact was always positive, as expected. That is, clients who had worked prior to entering the WIN Program were more likely to be employed at termination and at follow-up than those who had not worked prior to WIN entry. While the direction of impact was as expected, the coefficient on this variable was not significant. While the mere presence of a previous job is important, knowledge of the quality and duration of previous work history should improve the explanatory power of this variable. Since this information was not available, the fact that the presence of prior work variable entered the equation with a positive coefficient is significant in itself.

WIN PROGRAM COMPONENTS

Adult Basic Education

In seven out of the eight regressions the basic education component of the WIN Program entered the equations with a negative sign, although this variable was not significant in any regression. This finding reinforces the result obtained in the bi-variate analysis on adult basic education. Again, it is necessary to consider the process that may be going on to place these findings in proper prospective. Clients entering adult basic education may be the least well equipped of the WIN clients educationally, and their inability to do well in employment may reflect this educational lack more than the fact of their participation in adult education. Our findings seem to indicate the inability of even this additional education to make a particularly unqualified group competitive in the job market. This interpretation appears more likely than attributing any negative influence to adult education itself on employment.

Vocational Training

Vocational training positively influences employment outcomes for WIN II clients, although the size and significance of the impact of vocational education is greater for employment status at follow-up than at WIN termination. This finding supports our previous analysis which indicated that vocational education increased the probability of employment in the future but possibly not in the short run. For the WIN I group, vocational education did not impact significantly on employment status at either WIN termination or follow-up. In fact, for the male WIN I clients the sign on the vocational educational variable was negative.

Job Goal

Because the job goal is specific to the WIN Program itself and not to employment in general, this variable entered the regressions explaining employment at WIN termination only. For the WIN I clients, the presence of a job goal was associated with increased probability of being successfully terminated from WIN, although the coefficient was not statistically significant for WIN I females. Because the job goal variable was specified as a dichotomous (0-1) variable and approximately 95% of the WIN II respondents reported having a job goal, we did not expect this variable to differentiate between WIN termination status for this group.

ATTITUDINAL VARIABLES

Traditionally, we expect men and women to differ in their attitudes towards market and non-market activities. Primarily, the role of the male has centered on market work, whereas, that of the female has centered on work in the home. Therefore, in the following discussion of the attitudinal variables the relative impact of these variables was expected to differ between WIN males and females.

Aggregate Job Satisfaction

The results of the regression analysis concerning aggregate job satisfaction are similar to those found in the first phase of our analysis. For WIN I males and females, the higher the score on the job satisfaction, the higher the probability of employment at termination from WIN. Although the job satisfaction variable also entered the employment at follow-up equation for the WIN clients with a positive coefficient, the impact was not generally statistically significant.

Work Ethic

More than 90% of the total WIN I and WIN II samples scored moderate to high on the work ethic scale. In general, males who scored low on the work ethic scale were more likely to be employed at WIN termination and follow-up. The regressions supported this previously found relationship between work ethic and male employment, i.e., the work ethic variable entered the equation with a negative sign. In the regression explaining female employment status, the coefficient of the work ethic scale variable was positively related to employment. While these results are mixed and in some instances contrary to our expectations, we must also note that the scale designed to measure work ethic is not statistically reliable. Given the inconsistency of the work ethic scale, the reader should not attach a great deal of significance to the findings concerning work ethic.

Willingness to Overcome Barriers/Hassles to Employment

The scale developed to measure willingness of clients to overcome hassles and barriers to employment was assigned a positive coefficient in seven of the eight equations. While the coefficient of this variable was not always significant in a statistical sense, the scale itself was generally reliable and indicates a tendency for people with higher scores on this scale to be employed either at WIN termination or follow-up.

Dissatisfaction With The Welfare Program

The scale designed to measure clients' attitude toward the welfare program in general was not a reliable predictor of employment outcomes. The results were inconsistent both in the initial bi-variate analysis and multi-variate analysis. Neither the direction or significance of this variable was consistent for the sample groups. Dissatisfaction with AFDC status and the AFDC program is difficult to explain. Specifically, theory does not suggest that those capable of self-sufficiency or those relatively dependent on welfare should be more or less satisfied with the AFDC program. Our data confirm this ambiguous attitudinal position and, hence, negate the value of this attitude as a predictor of employment success.

Perceived Stigma of Welfare

A composite index measuring the perceived stigma of being on welfare was developed by including questions pertaining to embarrassment of the clients in the presence of friends or relatives who are not no welfare, community hostility towards welfare recipients, and discrimination towards clients' children because of their family receiving welfare. This scale developed to measure perceived stigma of being on welfare was not statistically reliable. Therefore, results based on this scale are suspect. Although we expected that the higher the perceived stigma of being on welfare, the higher the probability of successful employment, generally this variable was negatively correlated with employment. Again, welfare clients who do not have the capability of self-sufficiency via employment and, therefore, view welfare as a way of life, may generally have a higher perceived stigma of welfare than clients who view welfare as only a short-term arrangement necessary because of a major but eventually solvable problem which has occurred.

Influence of Family and Friends Toward Welfare

The scale developed to measure the strength and direction of influence by family and friends towards working and welfare had the expected impact on employment. The higher the influence towards welfare and, therefore, the weaker the influence towards work, the less likely clients were to have favorable employment outcomes. While this variable was generally not statistically significant, it was significant in the case of termination status for WIN I females.

Personal Efficacy

Personal efficacy was positively and significantly associated with employment for several groups: WIN I males at termination and WIN I females at follow-up. It was also positively associated but not statistically significant for WIN I males at follow-up, WIN II males at termination, and WIN II males and females at follow-up.

WIN TERMINATION STATUS

Employment status at WIN termination proved to be the best predictor, in terms of significance and magnitude of impact, of employment status at follow-up. The probability of being employed at follow-up was substantially greater for clients who were successfully terminated from the WIN Program than those who terminated WIN unsuccessfully. This result could occur for one of two reasons. On the one hand, it could be that a particular type of client, who has positive work attitudes and a greater potential to succeed in the labor market, will do well in WIN. On the other hand, it may be that those clients who do well in WIN acquire an additional boost in skills, confidence, job history, etc., which enables them to continue to achieve above average results, even after termination from WIN, and even though their own circumstances may change over time.

We think it is highly significant that the WIN successful clients have positive carryovers from their experience in WIN. Since the majority of WIN II clients indicated they had either volunteered to participate in the WIN Program or would have volunteered if WIN pariticpation had not been mandatory, and, theoretically, all WIN I clients volunteered for the program, most WIN participants view the WIN Program as a provider of services which the individual needs. Regardless of the nature of these services, whether they are objective, such as providing educational and vocational training, or subjective, such as increasing self-confidence or reinforcing other positive attitudes towards work, WIN appears to provide incentives and services to clients to enable them to perform well in regard to employment over a period of time.

TABLE 128 REGRESSION EQUATIONS

Dependent Variable: Employment Rate at WIN Termination

Variables	Regression Coefficients			
	WIN I		WIN II	
	Females	Males	Females	Males
Race	-.071	.087	-.077	-.175
	(.547)	(.610)	(.541)	(.266)
Education	.127	.059	.152	.101
	(.345)	(.641)	(.161)	(.448)
Family Size	.037	-.006	-.017	.006
	(.282)	(.839)	(.609)	(.860)
Married, Spouse Present	.218	.260	.308	.135
	(.033)	(.162)	(.165)	(.530)
Age of Children	-.044		-.248	
	(.507)		(.018)	
Health of Respondent	-.074	-.222	-.116	.065
	(.503)	(.091)	(.290)	(.621)
Prior Work		.101	.113	.207
		(.509)	(.235)	(.302)
WIN Job Goal	.047	.288		
	(.732)	(.036)		
WIN Adult Basic Education	-.055	.023	-.113	-.104
	(.463)	(.750)	(.255)	(.444)
WIN Vocational Training	.049	-.088	.099	.148
	(.443)	(.351)	(.308)	(.241)
Job Satisfaction	.007	.003		-.0007
	(.099)	(.645)		(.831)
Work Ethic	.035		.056	-.063
	(.537)		(.302)	(.337)
Willingness to Overcome Barriers to Employment	.015	.026	.026	.025
	(.333)	(.145)	(.190)	(.451)
Dissatisfaction with Welfare	-.015	.011	.027	-.052
	(.507)	(.728)	(.192)	(.100)
Perceived Stigma of Welfare		-.041	.003	-.013
		(.172)	(.901)	(.683)
Influence of Family and Friends Toward Welfare	-.025	-.004	.008	-.007
	(.033)	(.755)	(.474)	(.637)
Personal Efficacy	-.005	.094		.008
	(.917)	(.026)		(.830)
Constant	.219	-.609	.005	1.15
	(.703)	(.420)	(.992)	(.139)
R-Squared	.268	.248	.138	.148
F-Statistic	2.06	1.30	1.15	.729
DOF	16 & 90	17 & 67	15 & 108	16 & 67

TABLE 129 REGRESSION EQUATIONS

Dependent Variable: Employment Rate at Follow-up

Variables	Regression Coefficients			
	WIN I		WIN II	
	Females	Males	Females	Males
Race	-.034 (.743)	.165 (.273)	-.037 (.716)	.080 (.549)
Education	.089 (.461)	.054 (.635)	.046 (.593)	.132 (.245)
Family Size	-.007 (.821)		-.008 (.761)	.025 (.360)
Married, Spouse Present		.102 (.467)	-.022 (.866)	
Age of Children	-.063 (.296)		-.216 (.056)	
Health of Respondent	-.023 (.810)	-.159 (.175)	-.129 (.155)	-.060 (.624)
Prior Work		.201 (.139)	.084 (.292)	.115 (.514)
WIN Adult Basic Education	-.106 (.123)	-.042 (.514)	-.406 (.571)	-.139 (.252)
WIN Vocational Training		-.019 (.814)	.177 (.023)	.175 (.118)
Job Satisfaction	.007 (.046)	.005 (.305)	.002 (.510)	-.002 (.398)
Work Ethic	.058 (.270)			-.040 (.505)
Willingness to Overcome Barriers to Employment	.017 (.229)	.004 (.797)		.014 (.509)
Dissatisfaction with Welfare	-.012 (.554)	-.056 (.045)	.034 (.044)	.027 (.347)
Perceived Stigma of Welfare	-.035 (.137)	-.033 (.220)	-.009 (.656)	.047 (.081)
Influence of Family and Friends Toward Welfare	-.003 (.764)	-.010 (.425)	-.005 (.556)	-.018 (.167)
Personal Efficacy	.060 (.056)	.025 (.501)	.022 (.365)	.049 (.158)
WIN Termination Status	.238 (.013)	.197 (.073)	.517 (.000)	.365 (.001)
Constant	-.541 (.314)	.364 (.502)	-.248 (.476)	-.347 (.616)
R-Squared	.372	.335	.453	.335
F-Statistic	3.594	2.14	5.54	2.11
DOF	15 & 91	16 & 68	16 & 107	16 & 67